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Navy-wide Personnel Survey (NPS) 1990-1996: Summary of Trends

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13. ABSTRACT (Maximum 200 words) Seven previous Navy-wide Personnel Survey (NPS) questionnaires (1990-1996) were screened for questions that appeared on two or more of the surveys. The data for those questions were retrieved from the corresponding data bases and depicted on graphs. These data are based on Navy-wide samples of 3 to 5 percent of the eligible enlisted and 8 to 12 percent of the eligible officer populations during the last 7 years. Generally, officers hold more positive views on the Navy than enlisted personnel. Some of the downward trends in perceptions about Navy programs during the last few years seem to be turning around in the 1996 NPS. The upward trends generally relate to the service member and family services area. Both officers and enlisted personnel showed improved satisfaction in these areas during the past few years.			
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Foreword

Administered annually since 1990, the Navy-wide Personnel Survey (NPS) is a major product of the Navy Survey Resource Center (NSRC) at the Navy Personnel Research and Development Center. The NPS examines the perceptions of personnel in a variety of areas including detailing and the assignment process, quality of life programs, organizational climate, and health issues. This information is valuable to managers and policy makers in program formulation and evaluation.

NPS 1996 was conducted under the sponsorship of the Chief of Naval Personnel (PERS-00) within reimbursable Work Unit 97WRPS500. Data collection concluded in mid October 1996, and the results of the survey were briefed to the Chief of Naval Personnel, his staff, and sponsors in March 1997.

This technical note presents trends of core items represented in several of the previous NPS surveys. Any questions regarding this report should be directed to Dr. John Kantor, (619) 553-7651 or DSN 553-7651.

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Executive Summary

Introduction

The responses on seven Navy-wide Personnel Surveys have been compared and charted in this report. Items with consistent wording were analyzed, and the results are depicted in graphs. Only those questions that remained the same during those years were included in the comparisons. When interpreting results, only items that show two consecutive downturns or upturns should be considered trends. The statistical significance of each directional shift on the graph is purposefully omitted in favor of letting the reader decide on the practical significance of each trend. The reason for this decision is that the large number of cases in the surveys causes even small differences in trends to be statistically significant, although many of those differences may not be practically meaningful. In interpreting the trends, a conservative estimate of error (+3% to -3%) in the data may be used. This means that if a 50 percent agreement with a statement changed from one year to another, such change should not be considered meaningful unless it changed to 47 percent or less or to 53 percent or more. Between 47 percent and 53 percent is considered the same as 50 percent, no change.

Results

Personal and Career

Naval personnel reported virtually the same percentage of males to females at their commands. More than two-thirds of all Navy respondents believe that women have the ability to succeed in combat roles.

Detailing and Assignment Process

Satisfaction with the detailing assignment has been increasing during the last few years from 83 percent in 1990 to 90 percent in 1996.

Satisfaction with BUPERS ACCESS is a mixed bag. Larger percentages reported that it was easy to use and that it provided them with information they needed. However, it did not make getting in touch with their detailers easier.

Quality of Life Programs

Service Member and Family Support Programs

Overall, 62 percent of officers who used the programs rated them as "good" or "very good," up from 44 percent since 1992. Sixty-two percent of the enlisted who used the programs rated them as "good" or "very good," up from 45 percent since 1991.

Housing and Finances

Eighty-six percent of the officers and 58 percent of the enlisted reported that they can afford the things they or their families needed. These perceptions are about the same as they were in 1990.

Child Care

Only 4 percent of the officers and 8 percent of the enlisted reported that child care needs are interfering with their job performance. These figures are somewhat smaller than in previous years. Officers showed an increase in satisfaction with their current child care arrangements from previous years; enlisted reported no difference in their satisfaction.

Organizational Climate

Job Satisfaction

The vast majority of naval personnel are satisfied with their current job without any change during the last few years. The majority of officers and enlisted reported that they are glad they chose the Navy over other organizations. However, there is a wide gap between officers and enlisted in their satisfaction with pay.

While there was virtually no change from previous years in the percent of enlisted who believe they will stay in the Navy until retirement, officers reported more certainty about their intentions to stay in the Navy until retirement.

Health Issues

Navy Drug/Alcohol and Obesity Program Policies

Over half of enlisted and officers throughout the years agreed that the Navy rules on the use and abuse of alcohol should be more strictly enforced. The majority of naval personnel are in agreement that penalties for the abuse of alcohol at their command are sufficient. Officers reported increased availability of immediate intervention and referral to treatment for those with alcohol problems, while enlisted responses remained unchanged.

Health Promotion Programs

Forty-one percent of the officers and 33 percent of the enlisted agree that stress management/stress reduction skills are encouraged at their commands. There was no reported change from previous years on these issues.

Contents

	Page
Introduction.....	1
Problem	1
Purpose	1
Approach	1
Results	1
Background	1
Detailing and Assignment Process.....	2
Quality of Life Programs.....	2
Service Member and Family Support Programs	2
Housing and Finances	3
Child Care	3
Organizational Climate	3
Job Satisfaction	3
Force Reduction and Base Closure Issues.....	4
Command Events	4
Health Issues	4
Navy Drug/Alcohol and Obesity Program Policies	4
Health Promotion Programs	5
HIV / AIDS Education	5
Summary	5
Graphs of NPS Trends	6
Appendix--Navy-wide Personnel Survey 1996	A-0
Distribution List	

Introduction

Problem

The morale and job performance of Navy personnel take on added importance in an era of rightsizing, where each individual must contribute to the increased efficiency required of a reduced force in a still-hostile world. Navy personnel attitudes and opinions represent vital input to the development and continuous improvement of Navy policies and programs. Therefore, such opinions must be measured in a systematic and timely fashion, to furnish an accurate reflection of the views of the Navy's diverse and widespread membership.

Purpose

The Navy-wide Personnel Survey (NPS), administered annually since 1990, was designed to collect opinion data on a systematic basis and to provide timely information on issues of importance to policy makers. The annual sampling, representative of the entire Navy population, allows the identification and analysis of trends in opinions and attitudes toward plans, programs, and policies that materially affect the performance and morale of Navy personnel. The survey was also designed to accommodate the study of topics of compelling interest on a one-time basis. This technical note provides graphs of results obtained from the last seven administrations of NPS.

Approach

The seven previous NPS questionnaires were screened for questions that appeared on two or more of the surveys. The data for those questions were retrieved from the corresponding data bases and depicted on graphs. Questions that were reworded were not included in the analyses, because the meaning of the questions may have been changed with the change in the wording. These data are based on Navy-wide samples of 3 to 5 percent of the eligible enlisted and 8 to 12 percent of the eligible officer populations during the last 7 years. The overall return rates have been between 44 and 47 percent for the entire sample throughout the years. Return rates tend to be consistently lower for the enlisted population. Return rates increase by paygrade for both officer and enlisted populations. Chi-square and Analysis of Variance tests were used to establish trends throughout this report.

Results

Background

Personal and Career. Both officers and enlisted reported a greater percentage of spouses as being employed full-time than in previous years (Question 9). They also reported virtually the same percentage of males to females at their commands (Question 24).

More than two-thirds of all Navy respondents report favorably on women having the ability to succeed in combat roles. Officer responses did reflect an upward trend on long term, and now are significantly more positive than enlisted respondents (76% to 64%). As this was the third

year the question was asked, it appears to be establishing a trend of growing positive attitudes towards women in combat, with officers being more favorable than enlisted (Question 25a).

Detailing and Assignment Process

Satisfaction with the detailing assignment has been increasing during the last few years for enlisted personnel. In 1994, 83 percent of them reported satisfaction with the time allowed for preparation for a Permanent Change of Station (PCS) move. The proportion of satisfied enlisted increased to 90 percent in 1996. During the same time period, officers' satisfaction with the time allowed for PCS move remained about the same (between 88% and 90%) (Question 38).

Satisfaction with BUPERS ACCESS is a mixed bag. Larger percentages reported that it was easy to use and that it provided them with information they needed. There was no change in the percentages of officers who agreed that it made communication with their detailer easy, but the proportion of enlisted who found it helpful in assisting with detailer communication has declined. There was also no change in the percentage of officers who agreed that it helped to reduce the number of calls they made to their detailer; however, fewer enlisted reported this than in previous years (Question 48).

Overall, results indicated that BUPERS ACCESS provided less satisfaction to enlisted personnel than in years past. However, the system was used only by 30 percent of enlisted personnel and 25 percent of officers. This system must be publicized to the Fleet and actively used by BUPERS personnel. The reason for the dissatisfaction with BUPERS ACCESS may be due to the establishment of more advanced and more user friendly communication networks (for example, BUPERS homepage).

Quality of Life Programs

Service Member and Family Support Programs

In comparison to previous years, officers rated Relocation Assistance, Sexual Assault Victim Assistance, and the Family Advocacy Program more positively. Enlisted ratings were down on 11 of 14 programs in comparison to last year's ratings; although, many of these programs satisfaction ratings are up from previous years (1991-94). Satisfaction with most of the programs peaked in 1993, which should be a concern for program managers. There was virtually no change from last year in officer and enlisted ratings of the Transition Assistance Management and Personal Financial Management programs. Overall, 62 percent of officers who used the programs rated them as "good" or "very good," up from 44 percent since 1992. Sixty-two percent of the enlisted who used the programs rated them as "good" or "very good," up from 45 percent since 1991 (Question 57).

Officers showed an increase in satisfaction from previous years with the Navy Service Member and Family Support Services contribution to improving the quality of life for respondents and their family members, while enlisted ratings did not change. Fifty-eight percent of officers and 47 percent of enlisted personnel think family support programs significantly improved their QOL (Question 58a).

Both officer and enlisted responses showed virtually no change from previous years in the percentage of those satisfied with the quality of Service Member and Family Support Services in the Navy. The majority of both groups favorably evaluated the quality of Family Support Services (Question 58b). Officers showed a slight increase, while enlisted showed a slight decrease from previous years with their satisfaction of the availability of these services. However, the majority of both groups were satisfied with the availability of Family Support Services (Question 58c).

Housing and Finances

Both officers and enlisted showed an increase in satisfaction with their present “living conditions having a positive effect on their job performance.” Seventy-five percent of the officers and 44 percent of the enlisted currently own their homes or rent in the civilian community (Question 72). Currently, 75 percent of officers and 54 percent of enlisted report their living arrangements have a positive effect on their job performance, up from 65 percent and 42 percent just 3 years ago (Question 80a). Forty-nine percent of officers and 34 percent of the enlisted reported that their present living conditions also continue to favorably affect their retention decisions (Question 80b).

Eighty-six percent of the officers and 58 percent of the enlisted reported that they can afford the things they or their families needed. These perceptions are about the same as they were in 1990 (Question 80c). Neither officers nor enlisted reported any change in their overall satisfaction with their quality of life from previous years. However, significantly more officers are satisfied with their quality of life than enlisted personnel (77% vs. 46%, respectively) (Question 80d).

Child Care

Only 4 percent of the officers and 8 percent of the enlisted reported that child care needs are interfering with their job performance. These figures are somewhat smaller than in previous years (Question 86). Officers showed an increase in satisfaction with their current child care arrangements from previous years; enlisted reported no difference in their satisfaction (Question 88).

Organizational Climate

Job Satisfaction

Neither officer nor enlisted responses showed change in satisfaction with their current job (Question 99c) or how they like the work they do in the Navy (Question 99d) during the past few years. They also reported virtually no change in their satisfaction with physical working conditions (Question 99e), their satisfaction with career development from previous years (Question 99f), and how they enjoy their career in the Navy (Question 99g). The majority of officers and enlisted reported that they are glad they chose the Navy over other organizations, (Question 99h); although enlisted showed a slight decline in agreement from previous years.

Whereas enlisted reported virtually no difference from previous years in their agreement about the statement that "they are adequately paid for the job they do" (19% agreed), there was a slight increase from 1990 among officers in their feeling that they are properly compensated (Question 100a). There was no change in the opinion that the amount they are paid is an important reason for them to stay in the Navy (Question 100b), but increasing number of officers feel that retirement pay is an important reason to stay (Question 100c).

While there was virtually no change from previous years in the percent of enlisted who believe they will stay in the Navy until retirement, officers reported more certainty about their intentions to stay in the Navy until retirement. There was a decrease among officers and enlisted who were not sure of their Navy career plans (Question 101). The 1996 responses for this item is more similar to previous years' (1990-94), than last year's (1995).

Force Reduction and Base Closure Issues

Smaller proportion of officers and enlisted agreed that "rightsizing is being carried out in a way that is fair to all members" (Question 115a) than in previous years. However, this question changed from the previous NPS cycles (1994, 1995) when it included the ending "including women and racial minorities." This change in wording may have accounted for the change in responses, since it modified the meaning of the question. Only a quarter of officers and enlisted are in agreement that after downsizing, the Navy will be capable of carrying out its mission efficiently and effectively (Question 115d). About the same percentage of officers (42%) and enlisted (59%), as in previous years, would accept a separation bonus before their current enlistment/obligation is up (Question 115o). A similar number of officers (48%) and enlisted (70%), as in previous years, would leave at the end of their current enlistment/obligation if suitable civilian employment were available (Question 115t).

Command Events

Increasing number of officers and enlisted agree that excessive use of alcohol by participants and guests at command events is not tolerated (Question 118a). Similar changes were noted regarding sexually suggestive activities, props, costumes, skits, gags, or gifts (Question 118b). The fact that command members are not pressured to participate in command events remained unchanged from previous years (Question 118c). The majority also agree that command events are conducted in a manner that upholds high professional standards (Question 118d). This result is unchanged through the years.

Health Issues

Navy Drug/Alcohol and Obesity Program Policies

Over half of enlisted and officers throughout the years agreed that the Navy rules on the use and abuse of alcohol should be more strictly enforced (Question 120a). The majority of naval personnel are in agreement that penalties for the abuse of alcohol at their command are sufficient (Question 120b). Whereas officers responses showed virtually the same percentages of agreement as in previous years that the Navy's policies on alcohol use/abuse are applied fairly across all paygrades at their commands, fewer enlisted were in agreement on this issue

(Question 120c). Neither officers or enlisted reported change in their understanding of the difference between alcohol use and abuse (Question 120d). Sixty percent of officers and enlisted reported, as in previous years, that treatment for problems related to alcoholism and alcohol abuse has a negative effect on their careers (Question 120e). Officers reported increased availability of immediate intervention and referral to treatment for those with alcohol problems while enlisted responses remained unchanged (Question 120f).

Health Promotion Programs

Forty-one percent of the officers and 33 percent of the enlisted agree that stress management/stress reduction skills are encouraged at their commands. There was no reported change from previous years on these issues (Question 124e).

HIV/AIDS Education

When asked how much HIV/AIDS information respondents had received in the past 12 months from seven specific information sources, respondents reported the following. Both officers and enlisted received less than a "great deal" of information in comparison with previous years from the following sources: military classroom training; drug/alcohol counselors/training; Armed Forces Radio and Television (AFRT); chaplains; training videos; doctors, counselors, and treatment at sexually transmitted disease (STD) clinics. Both groups of respondents reported that they received less HIV/AIDS information than in previous years from all sources (Question 134a-g).

Summary

Generally, officers hold more positive views on the Navy than enlisted personnel. Some of the downward trends in perceptions about Navy programs during the last few years seem to be turning around in the 1996 NPS. The upward trends generally relate to the service member and family services area. Both officers and enlisted personnel showed improved satisfaction in this areas during the past few years.

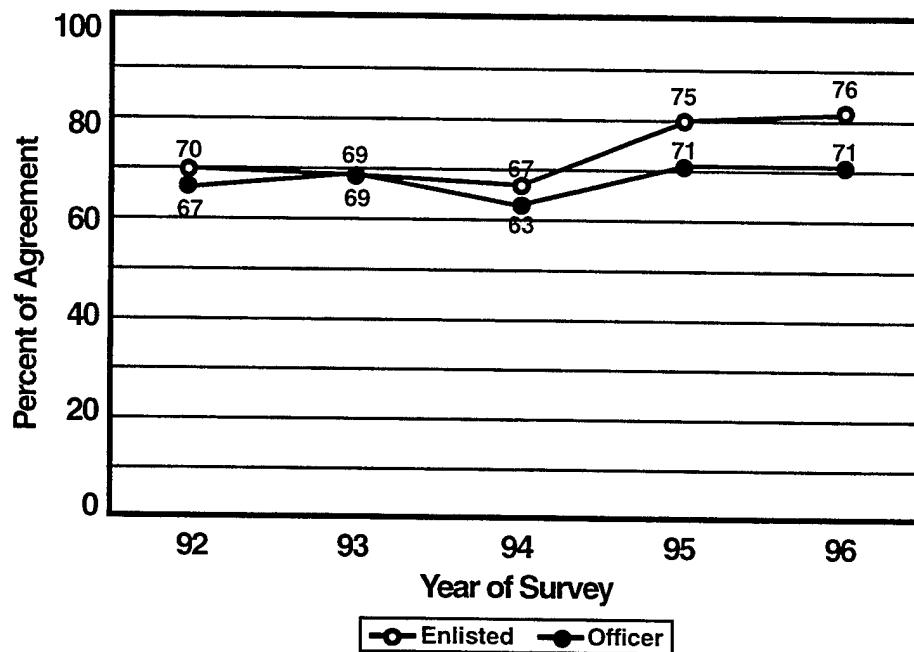
Most of the trends depicted in the charts are statistically significant. However, it is left to the reader to determine the practical significance of a trend. In cases where the sample size is large, such as the NPS, even the smallest change may be statistically significant. However, those differences may not have any practical importance. Therefore, caution should be exercised in the interpretation of trends.

Another issue in interpreting trends is that the reader may interpret a change in direction as a trend, even if it represents only a single occurrence. No less than two consecutive declines or increases should be interpreted as a trend--a change for any given year may only be a random occurrence.

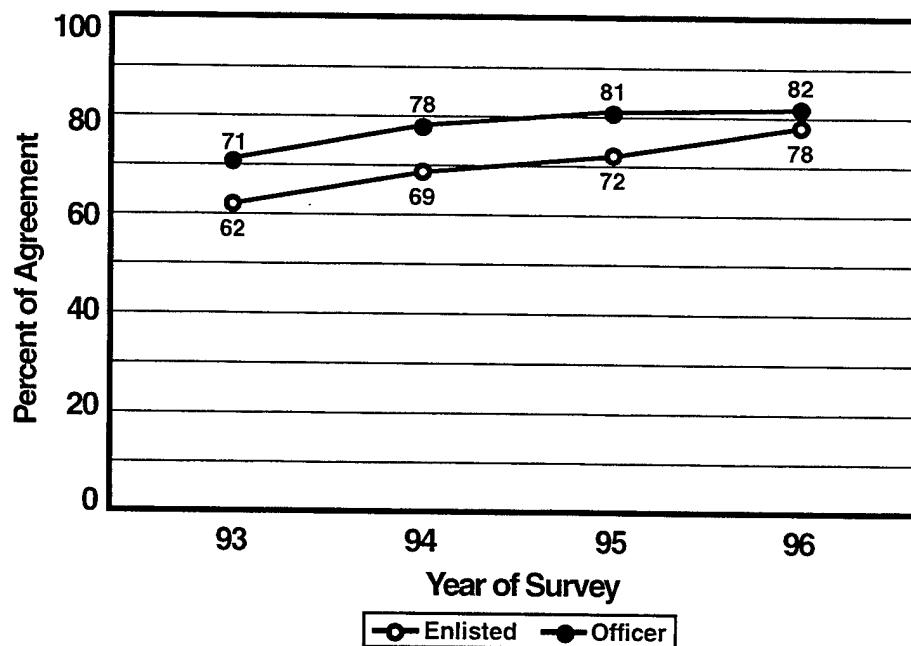
The sequence of graphs in this report corresponds to the sequence of questions in the NPS 1996. A copy of the 1996 NPS appears in the appendix.

Graphs of NPS Trends

(Q9)
Spouse is employed full time.

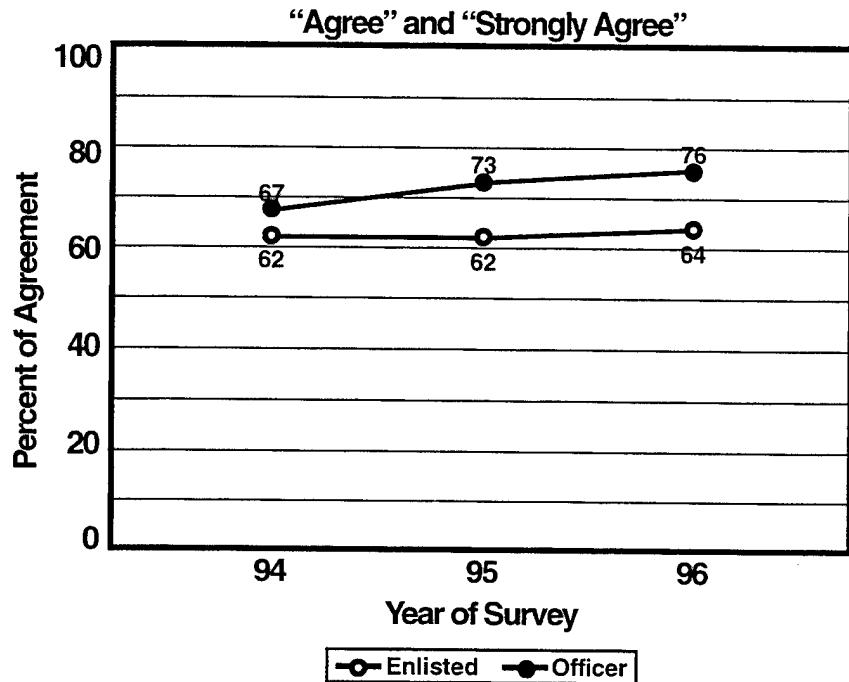


(Q24)
Both males and females are assigned to my Command.



(Q25a)

I feel women have the ability to successfully carry out the duties of their combat roles in the Navy.



(Q38) Were your last orders issued early enough to allow you to complete preparations for your PCS move?

	Percent					
	Enlisted			Officer		
	94	95	96	94	95	96
Yes	83	83	90	88	91	90
No	17	17	10	12	9	10

(Q48)
If you have used the BUPERS ACCESS
computer bulletin board, please rate the system.

Percent "Agree" or "Strongly Agree"

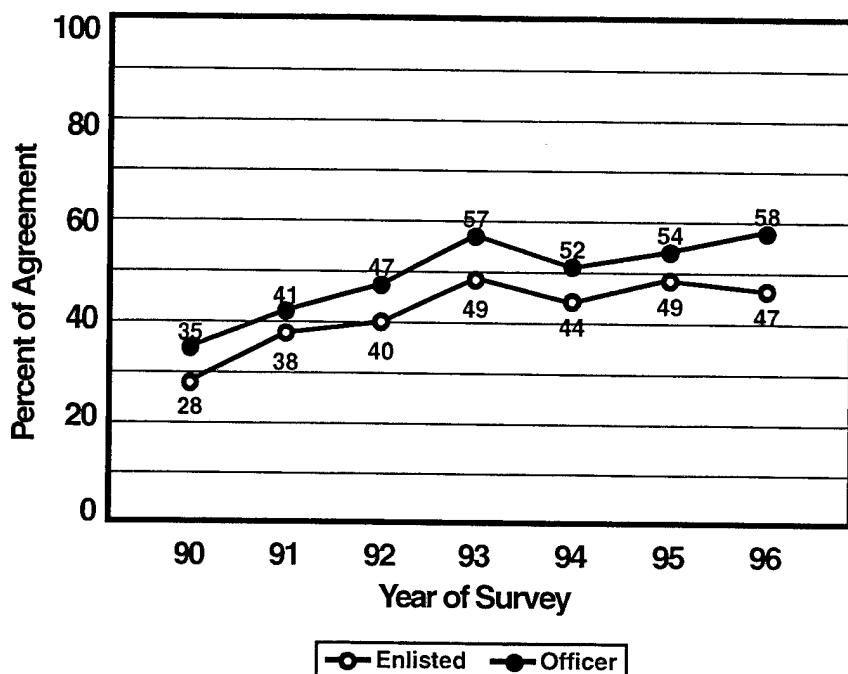
Statement	Enlisted						Officer					
	91	92	93	94	95	96	91	92	93	94	95	96
Easy to use.	56	36	80	78	53	62	59	47	77	77	61	69
Gave me information I needed.	47	35	74	76	62	60	45	43	72	66	63	66
Easier to communicate with detailer.	39	22	47	41	33	30	35	23	26	23	22	24
Reduced the number of calls I make to my detailer.	-	20	40	36	33	25	-	21	23	22	21	20

(Q57) How do you rate the quality of each of the Service Member and Family Support Programs/Services at your present duty station?

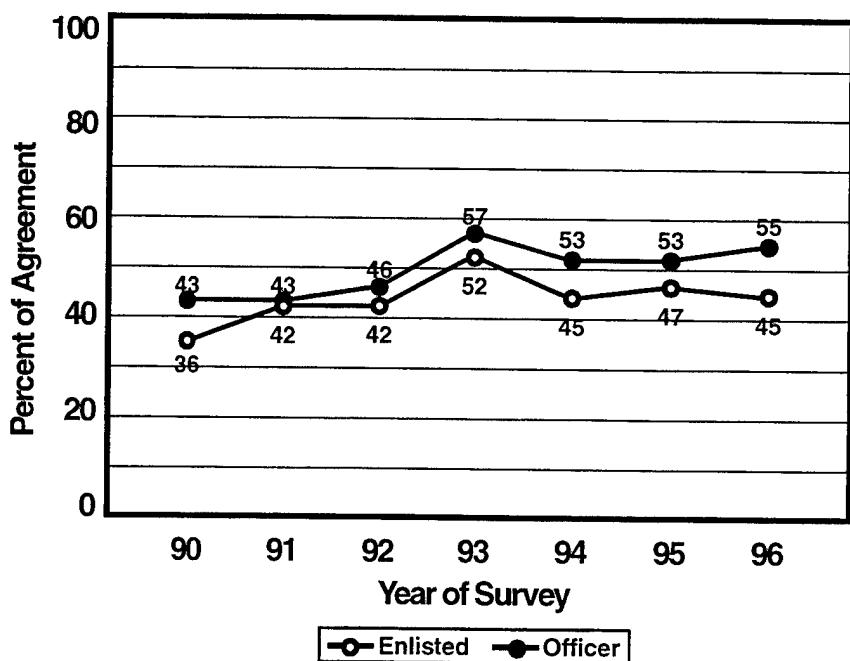
Percent "Good" or "Very Good"

Program	Enlisted						Officer					
	91	92	93	94	95	96	91	92	93	94	95	96
Transition Assistance Management	-	49	57	71	72	71	-	53	62	75	76	78
Sexual Assault Victim Assistance	-	52	54	58	59	61	-	47	55	57	59	70
Counseling	-	-	-	-	69	65	-	-	-	-	69	69
Relocation Assistance	39	33	42	58	66	54	34	35	48	60	64	69
Exceptional Family Member	-	38	44	50	61	56	-	49	54	65	64	66
Personal Financial Management (PFM)	-	56	57	61	61	59	-	50	55	56	63	63
Deployment Support	42	35	33	51	60	53	51	45	46	61	68	62
New Parent Support Team	-	-	-	65	64	56	-	-	-	62	64	62
FSC Family Education Programs	-	-	-	-	64	58	-	-	-	-	60	57
Housing Referral Service	-	-	-	55	55	52	-	-	-	54	53	54
Family Advocacy Program (FAP)	-	-	-	-	51	47	-	-	-	-	48	54
Housing Management Support	-	-	-	44	49	46	-	-	-	45	42	40
Spouse Employment Assistance Program	-	-	-	-	46	38	-	-	-	-	32	33
Family Service Centers (overall)	45	46	53	64	65	62	44	44	54	63	64	62

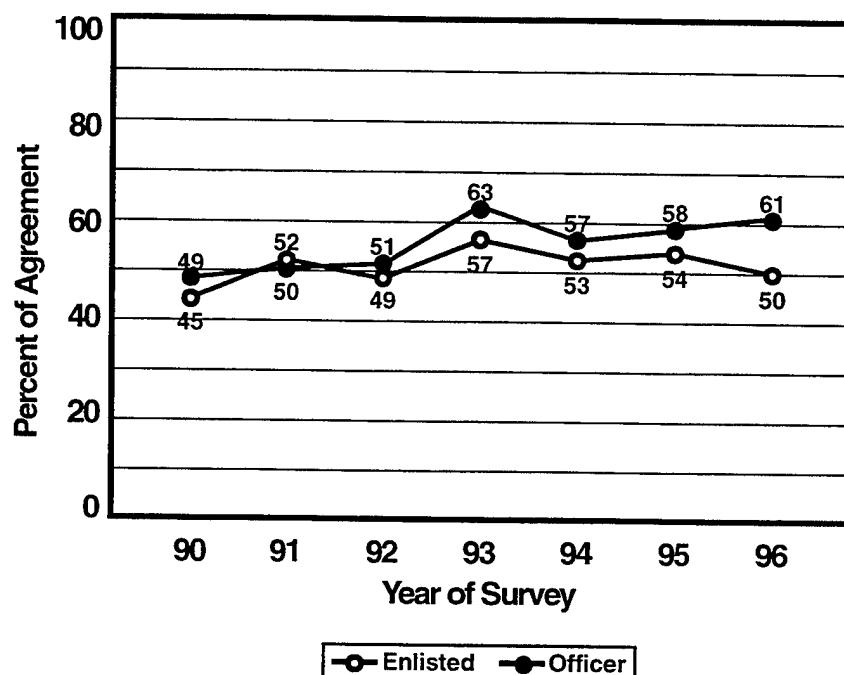
(Q58a) Navy Service Member and Family Support Services improve quality of life for me and my family.



(Q58b) I am satisfied with the quality of Service Member and Family Support Services in the Navy.



(Q58c) I am satisfied with the availability of Service Member and Family Support Services in the Navy.

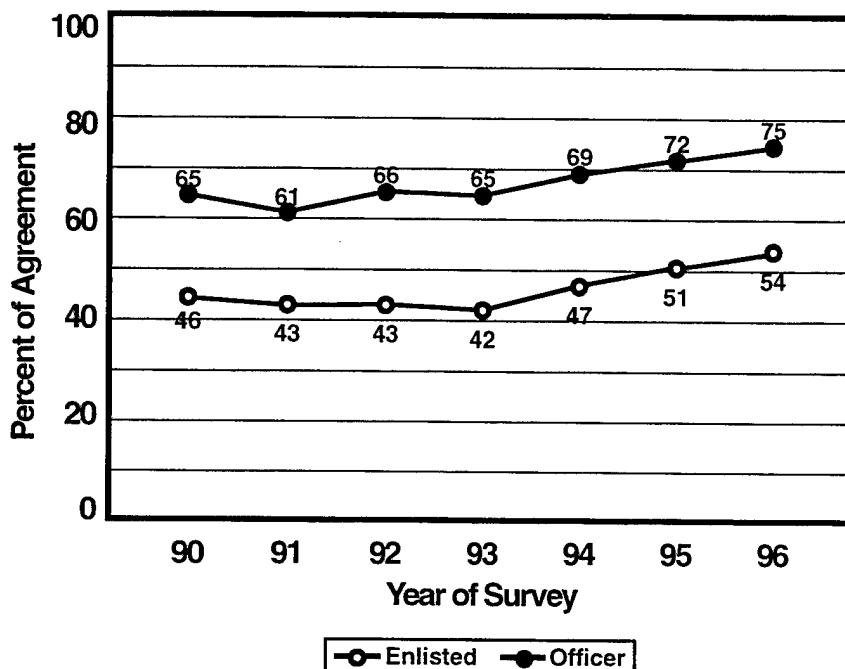


(Q72) Which best describes your current living arrangements?

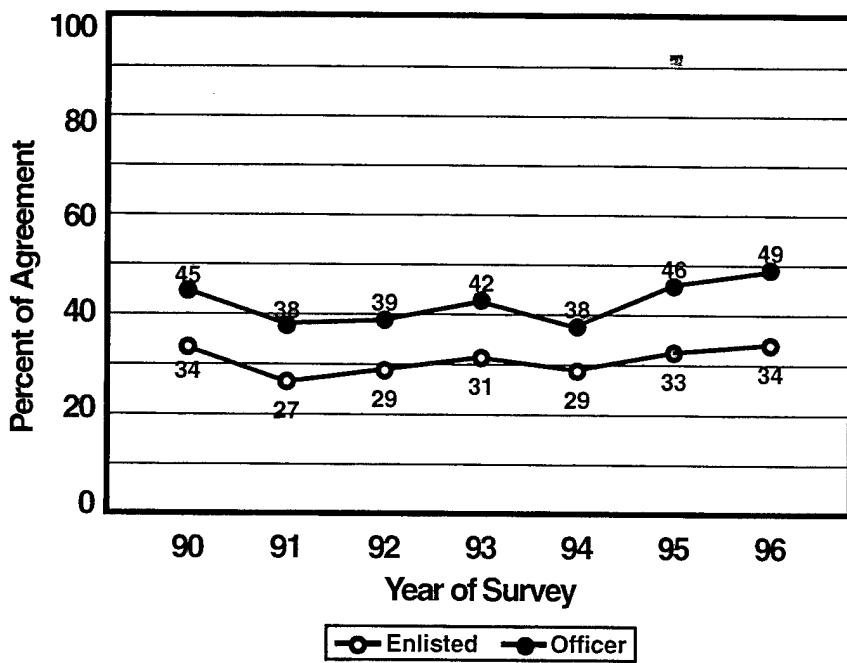
	Percent					
	Enlisted			Officer		
	94	95	96	94	95	96
Personally-shared/owned housing in the civilian community	15	16	17	39	38	40
Personally-rented housing in the civilian community	24	26	27	32	34	35
Military family housing	16	15	16	16	16	15
Shared rental housing in the civilian community	10	7	9	7	7	5
Bachelor's Quarters (BQ)	13	14	14	3	3	3
Government-leased housing in the civilian community	2	2	1	1	1	1
On a ship	18	16	14	1	1	1
Other (please describe)	1	2	1	1	1	1
Personally-rented space to park mobile home	1	1	1	.2	.3	0

(Q80a)

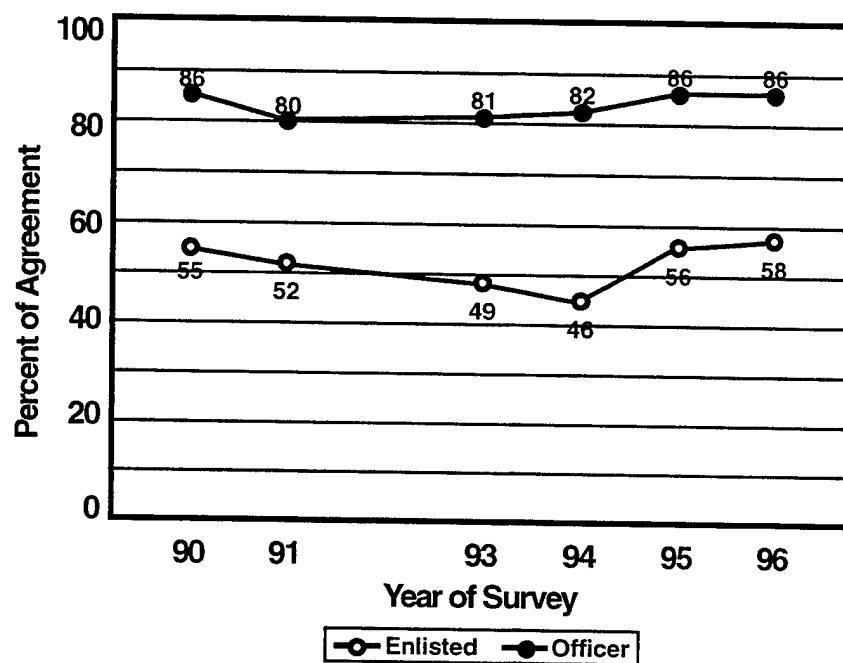
My present living conditions are having a positive effect on my job performance.



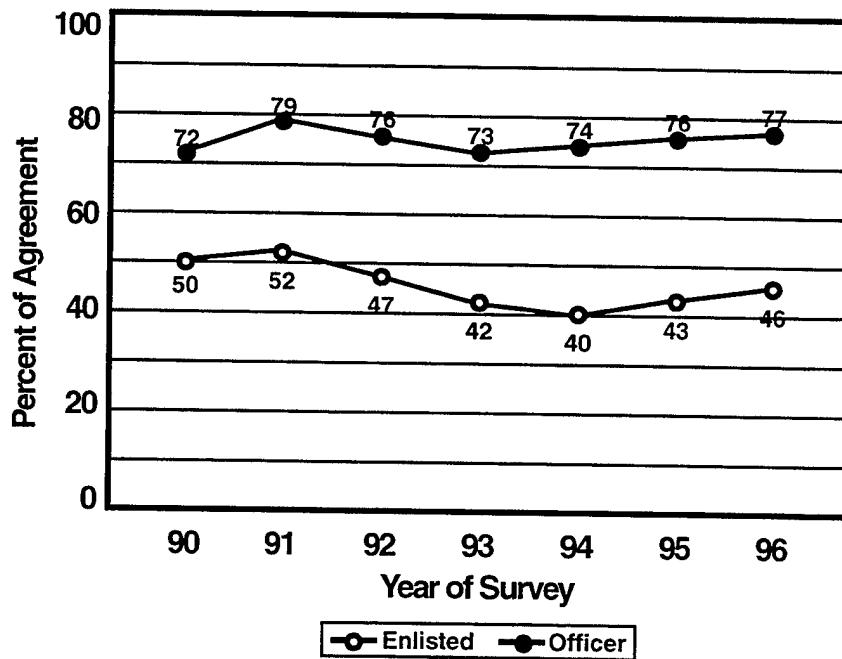
(Q80b) My present living conditions favorably affect my retention decision.



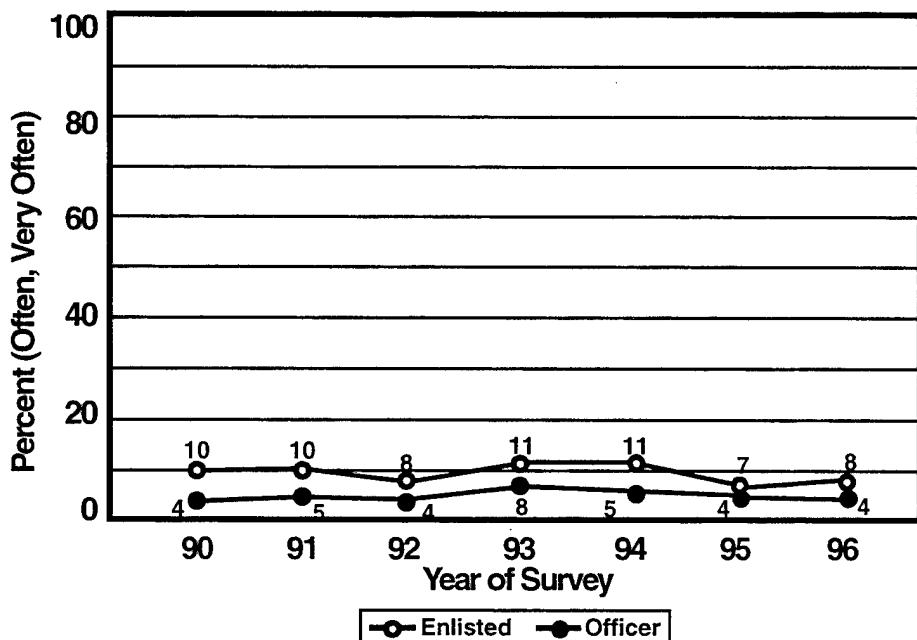
(Q80c) In general, I can afford the things I or my family need(s).



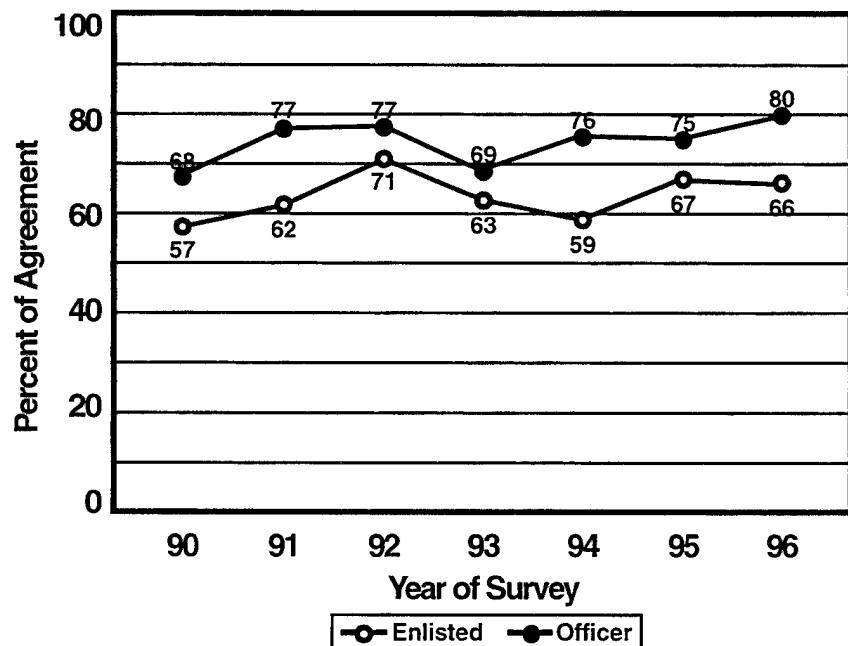
(Q80d) Overall, I am satisfied with my quality of life.



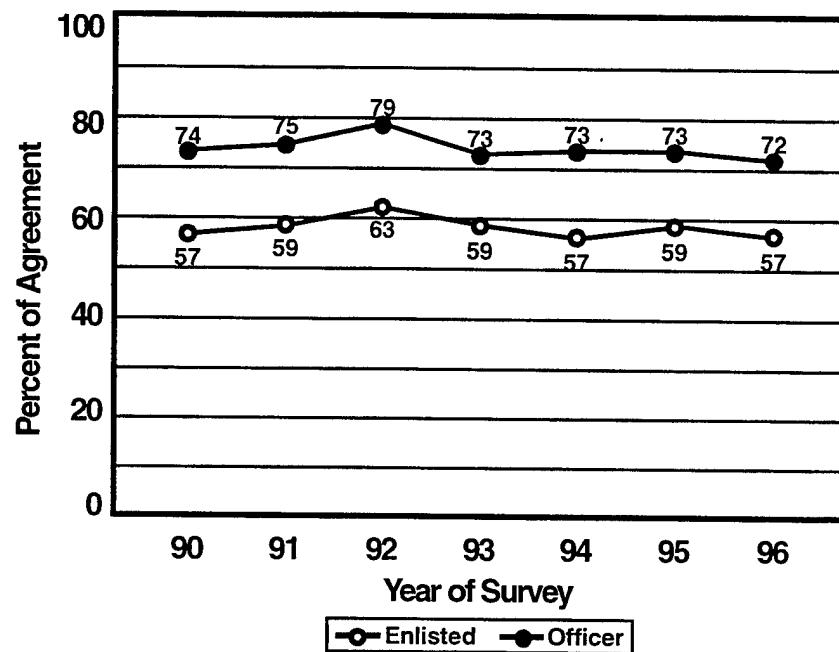
(Q86)
**Do you feel that your child care
needs interfere with job performance?**



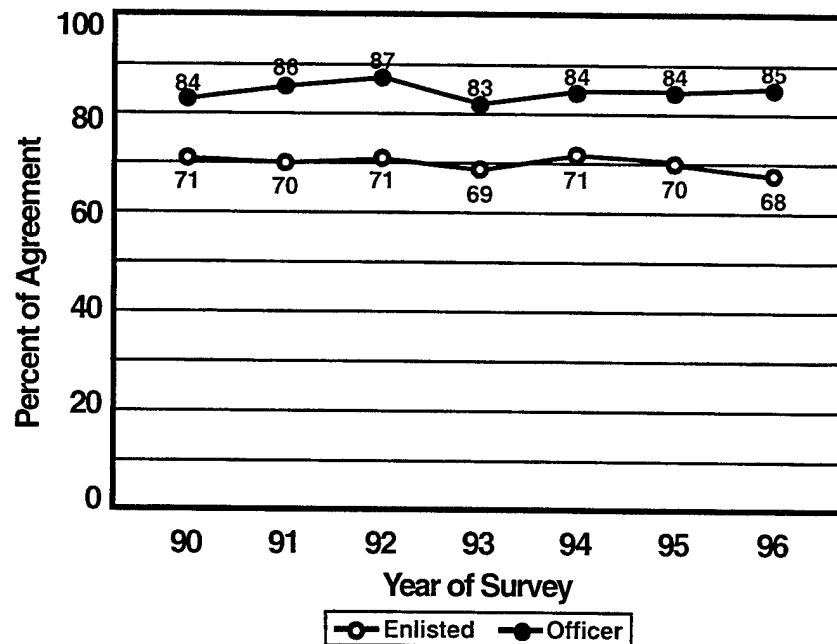
**(Q88) I am satisfied with my current
child care arrangements.**



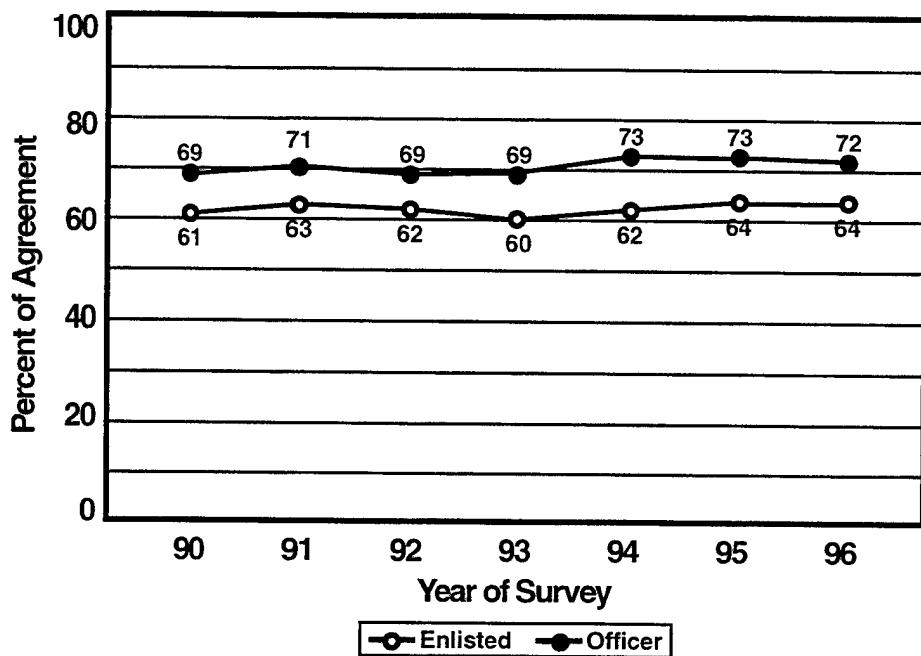
(Q99c)
I am satisfied with my current job.



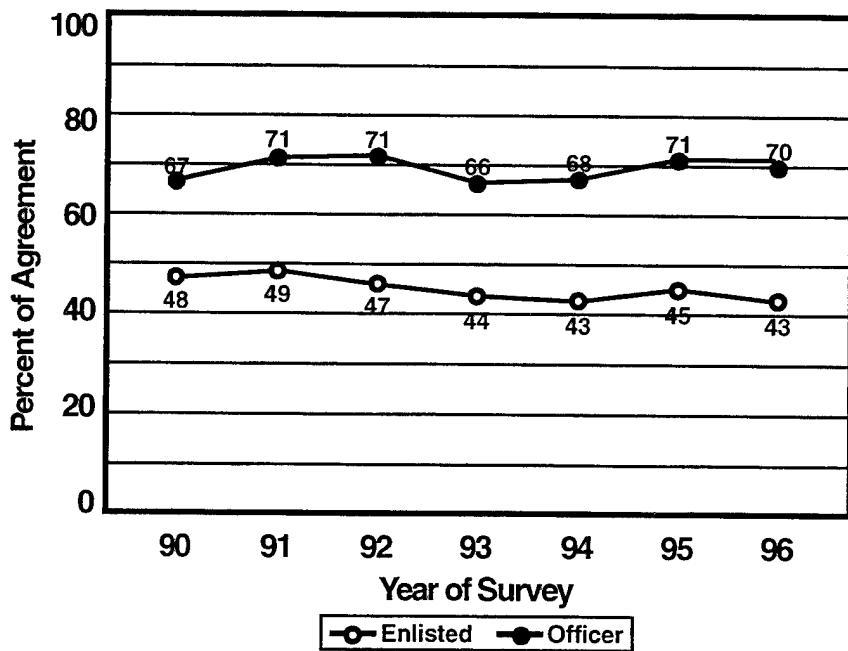
(Q99d)
In general, I like the work I do in the Navy.



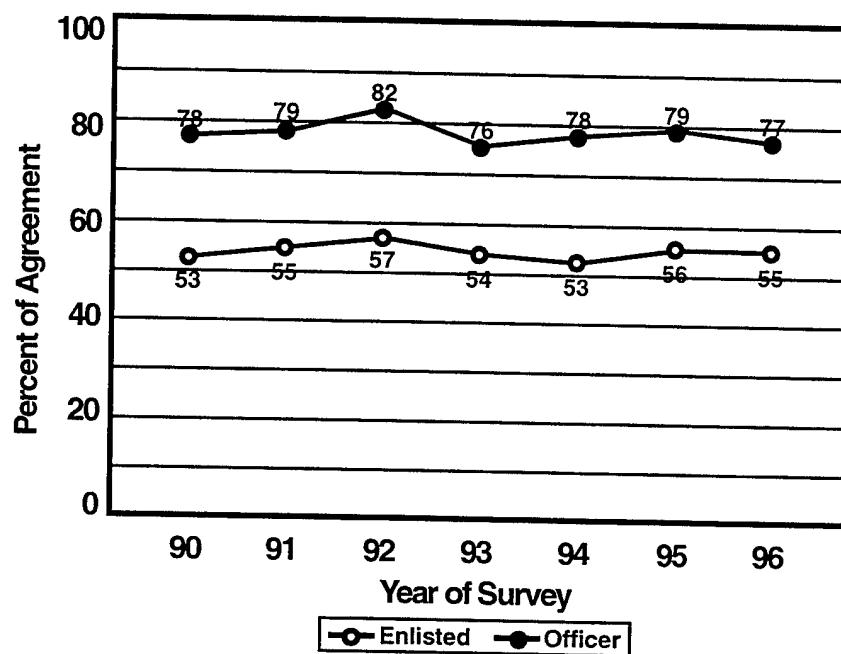
(Q99e)
I am satisfied with physical working conditions.



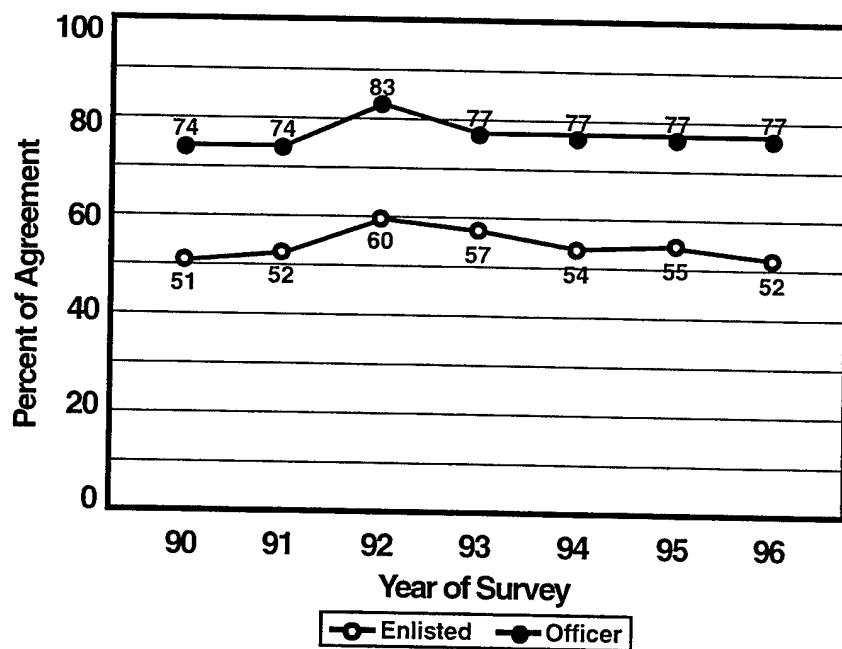
(Q99f)
I am satisfied with my career development.



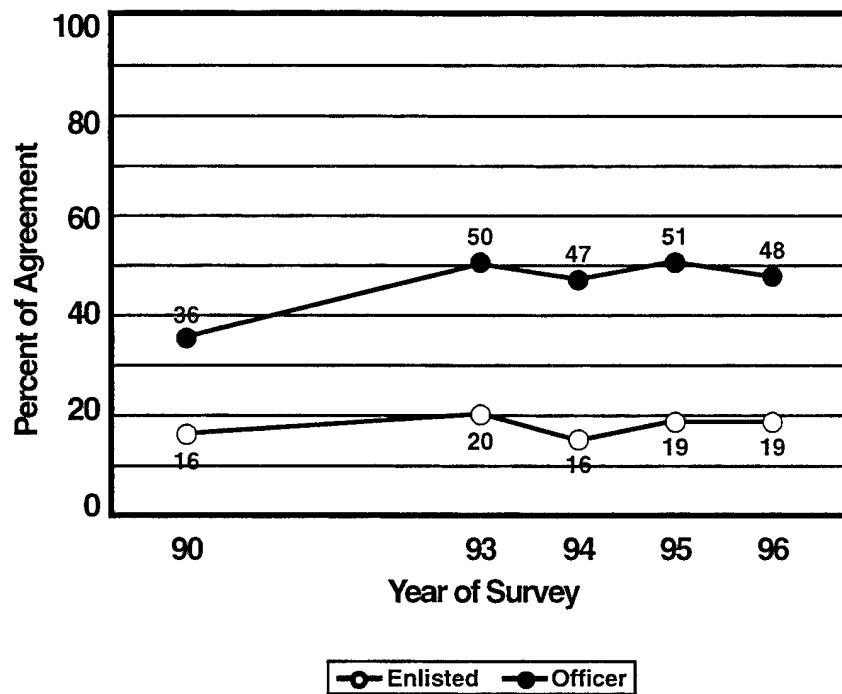
(Q99g)
I enjoy my career in the Navy.



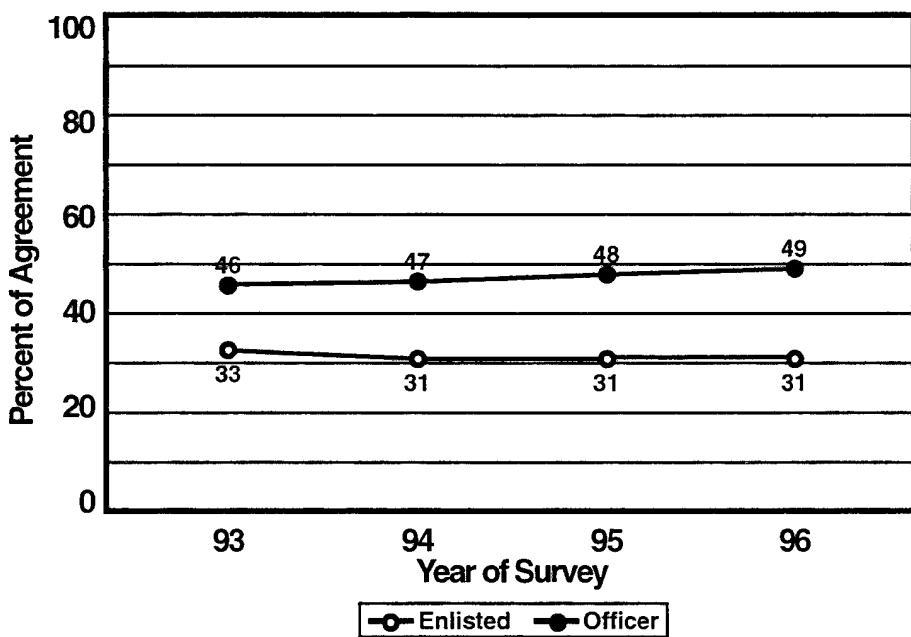
(Q99h) I am glad I chose the Navy over other organizations.



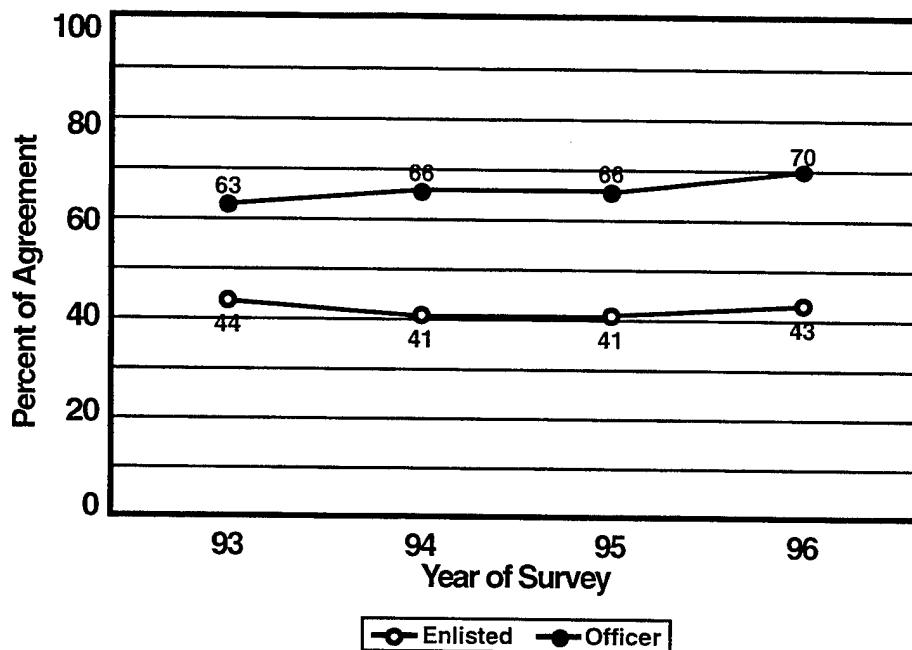
(Q100a)
I think I am adequately paid for the job I do.



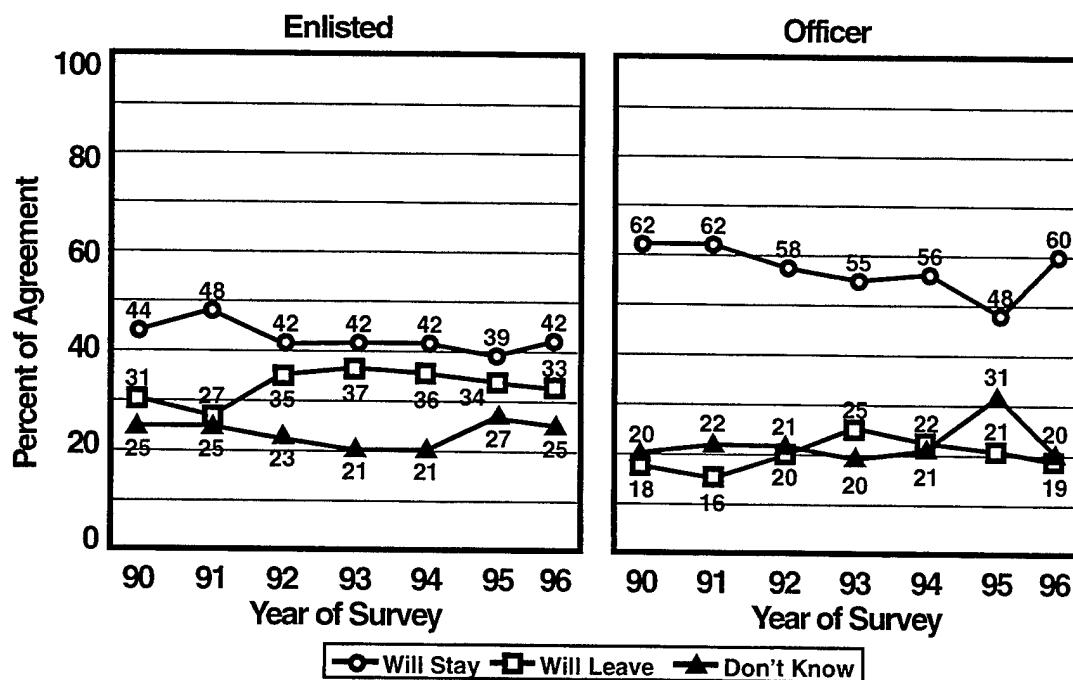
(Q100b)
The amount I am paid is an important reason for me to stay in the Navy.



(Q100c)
**Retirement pay is an important reason for
me to stay in the Navy until retirement.**



(Q101) What are your Navy career plans?



(Q115) How much do you agree with the following statements?

Percent “Agree” or “Strongly Agree”

	Enlisted			Officer		
	94	95	96	94	95	96
A. Rightsizing is being carried out in a way that is fair to all members	39	46	31	40	54	37
B. Rightsizing tools (SERB, TERA, ENCORE) are aimed at the correct groups	29	42	38	40	52	49
C. As a result of rightsizing, the best-performing people will leave the Navy	41	39	41	36	36	36
D. After rightsizing, the Navy will be capable of carrying out its mission efficiently and effectively	14	22	21	13	25	22
E. I expect to spend significantly more time at sea on my next tour due to decreased manning levels	45	49	49	41	52	55
F. Rightsizing has decreased my level of job satisfaction	34	33	36	40	40	42
G. I am less likely to choose to stay in the Navy until eligible to retire because of rightsizing	25	21	21	23	24	23
H. I would be more likely to leave the Navy support programs are reduced	44	40	47	43	33	41
I. Regardless of my performance, I expect to be separated/retired before I would have chosen to leave the Navy	20	22	24	24	22	22
J. The value of the retiree's benefits is declining	68	84	84	77	89	86

(Q115) How much do you agree with the following statements? (continued)

Percent “Agree” or “Strongly Agree”

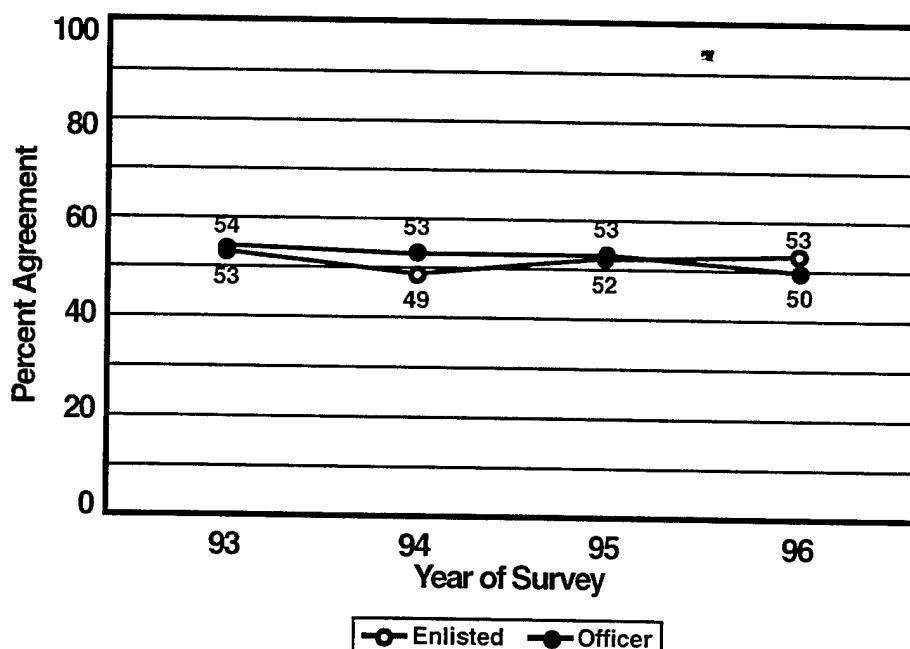
	Enlisted			Officer		
	94	95	96	94	95	96
K. I expect that my family and I will have full access to military medical care when I retire	29	37	37	25	29	26
L. If retirement benefits are reduced, I would consider leaving the Navy prior to retirement eligibility	49	61	63	43	59	58
M. My civilian friends understand and respect the job I do	54	54	51	62	58	58
N. I feel the public strongly supports the military and its mission	37	34	36	51	50	50
O. If offered a separation bonus (e.g., VSI, SSB), early retirement, or other financial incentive to leave the Navy before my current enlistment/obligation is up, I would accept it	59	58	59	39	43	42
P. My command's mission requirements have decreased in proportion to its reduced manning levels	14	13	14	10	7	7
Q. My unit's mission requirements have increased as a result of rightsizing	57	54	52	64	62	67
R. My workload has increased as a result of rightsizing	57	55	57	64	63	67
S. Rightsizing will delay my advancement	60	51	50	39	31	33
T. I would leave the Navy at the end of my current enlistment if suitable civilian employment were available	69	70	70	48	49	48

(Q118) How much do you agree or disagree with the following statements about conduct at command events?

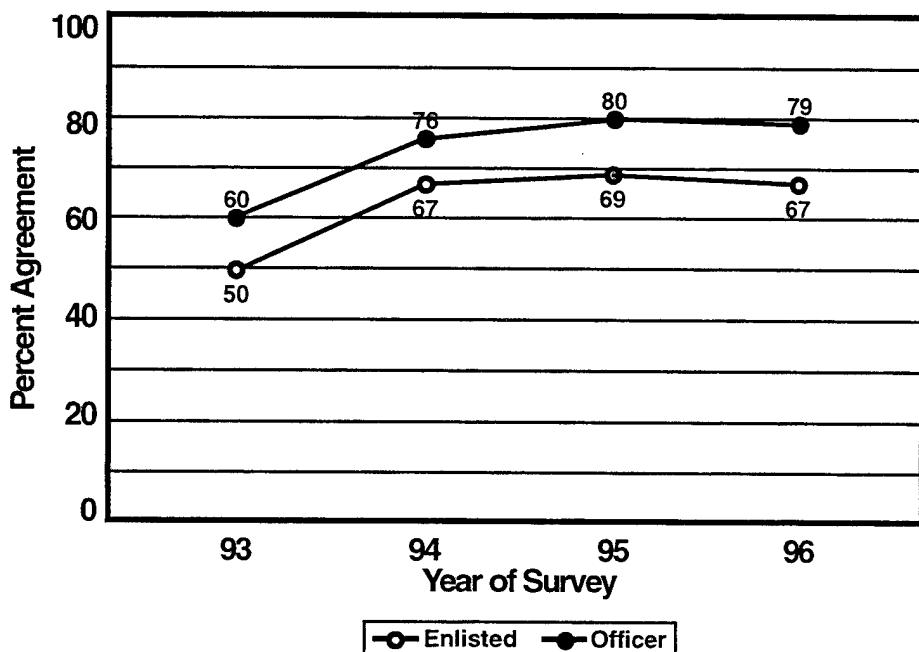
Percent "Agree" or "Strongly Agree"

Statement	Enlisted				Officer			
	93	94	95	96	93	94	95	96
A. Excessive use of alcohol is not tolerated	61	58	59	63	72	73	74	77
B. Sexually suggestive behavior is not tolerated	72	71	76	78	85	85	87	89
C. Command members are not pressured to participate	55	56	54	54	60	60	59	59
D. Events uphold high standards	65	64	66	65	84	84	86	85
E. Participants are involved in the planning of command events	-	-	63	62	-	-	83	84

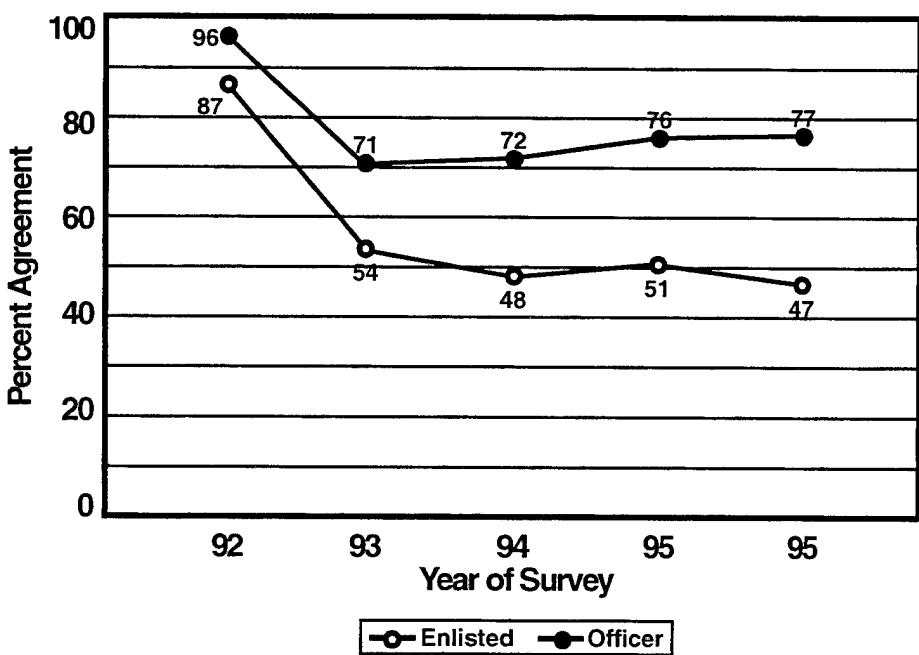
(Q120a)
Existing regulations on the use and abuse of alcohol should be more strictly enforced.



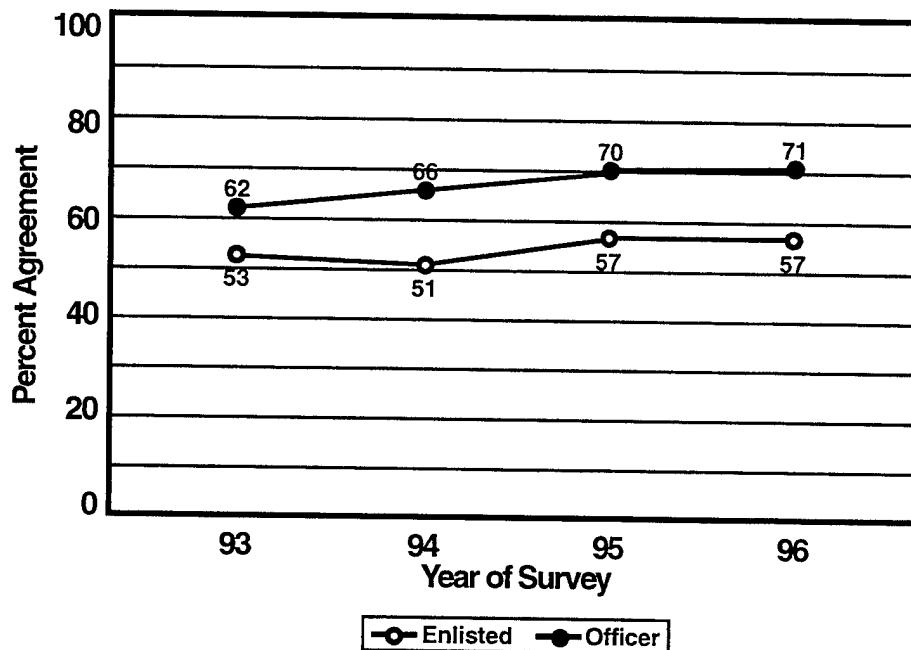
(Q120b)
**Penalties for the abuse of alcohol
at my command are sufficient.**



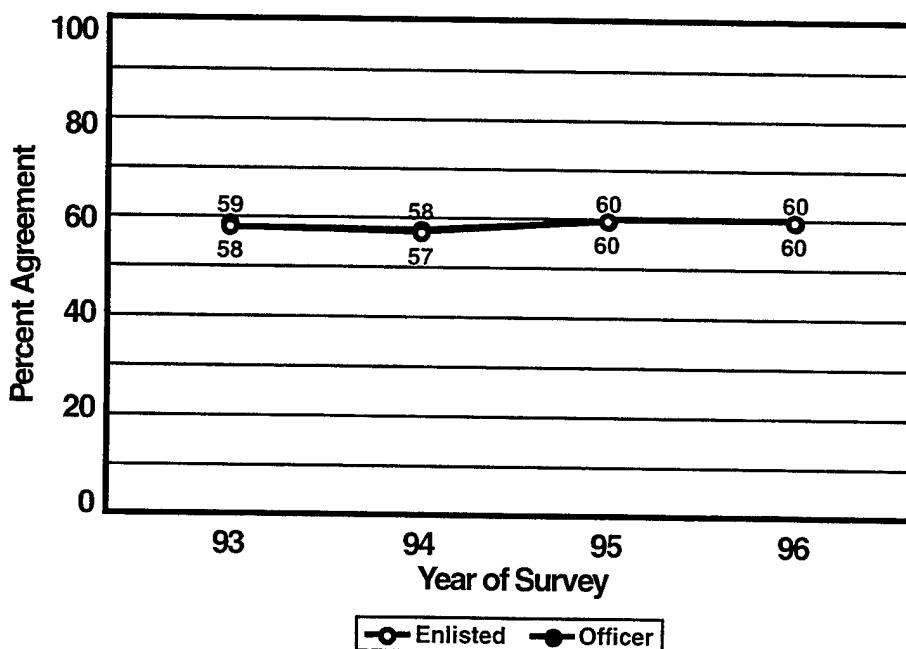
(Q120c)
**Policies on alcohol use/abuse
are applied fairly across paygrade.**



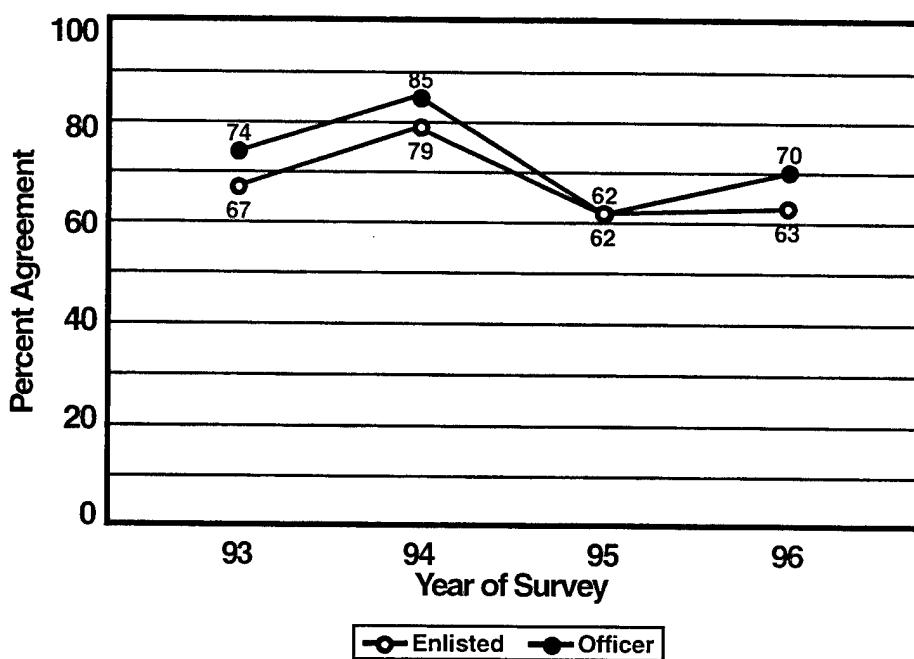
(Q120d) At my command, the differences between alcohol use and alcohol abuse is clearly understood.



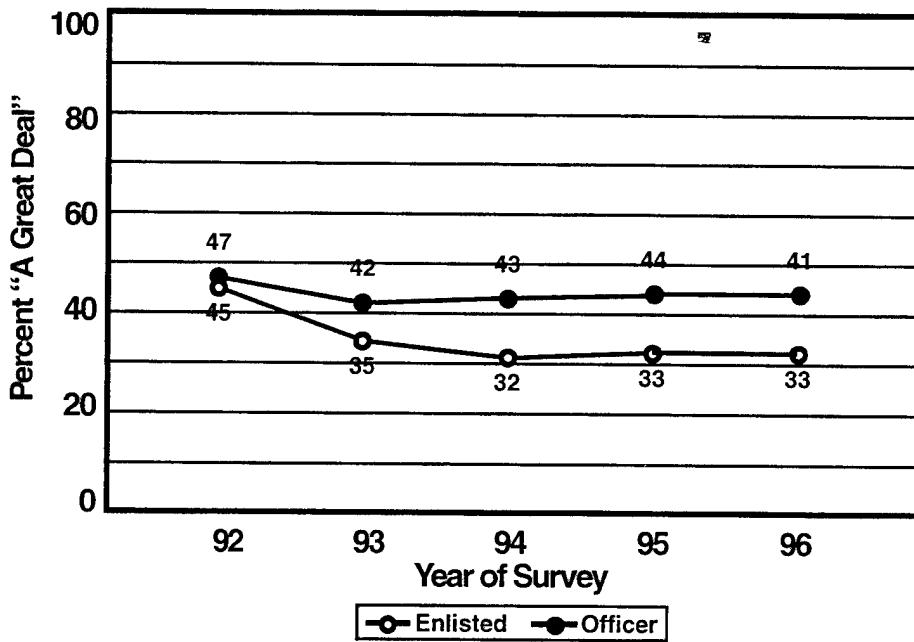
(Q120e) Treatment for problems related to alcohol abuse has a negative effect on my Navy career.



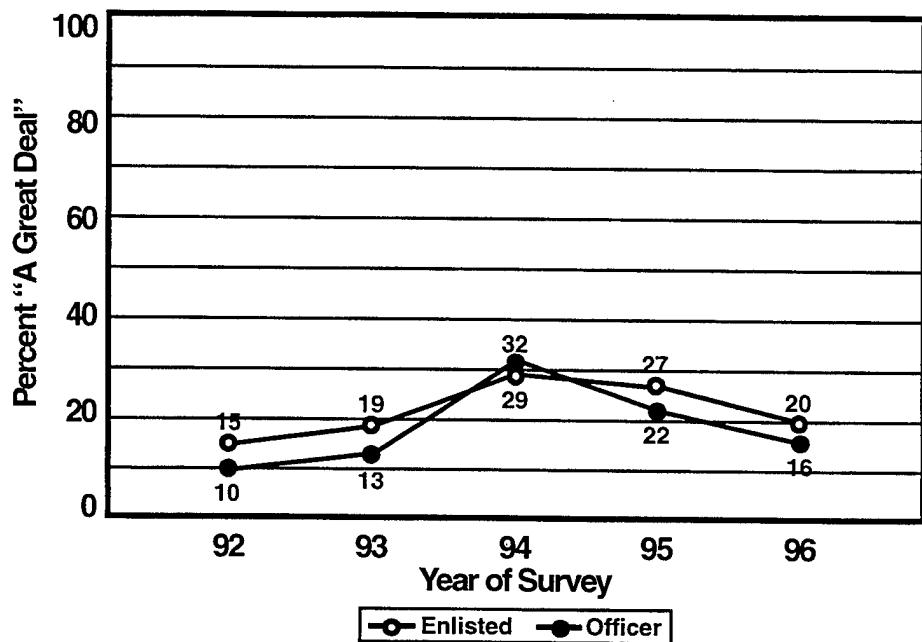
(Q120f) There is immediate intervention and referral to treatment for those with alcohol problems.



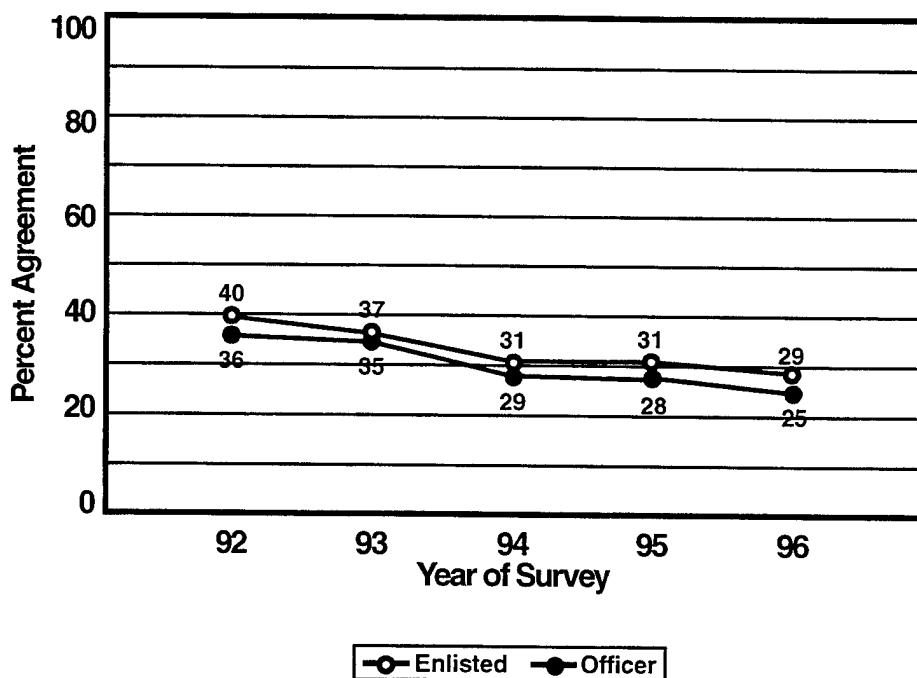
(Q124e) The use of healthy stress management/stress reduction skills is encouraged at my command.



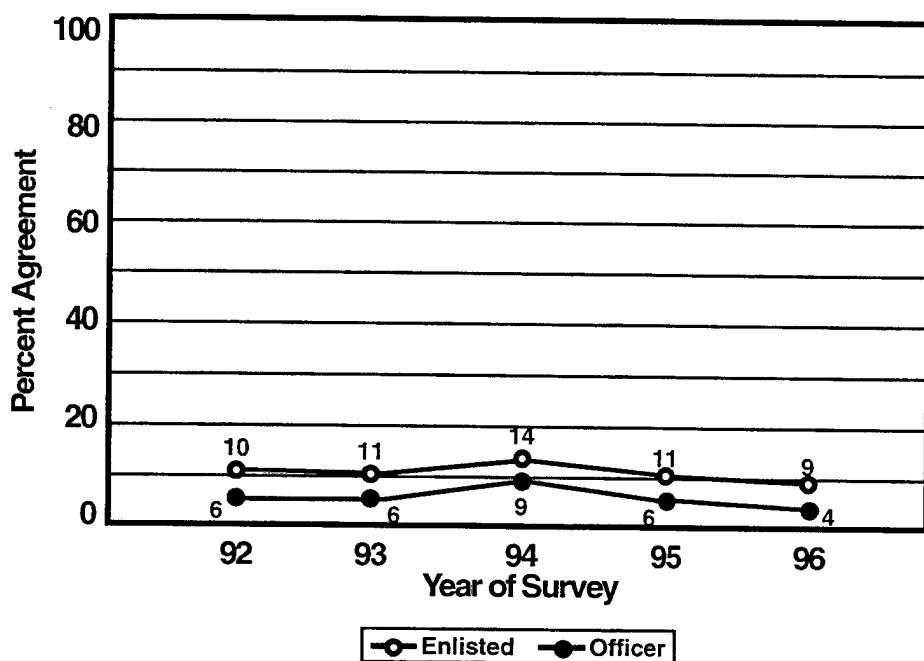
(Q134a) I received a great deal of HIV/AIDS information from the military classroom in the past 12 months?



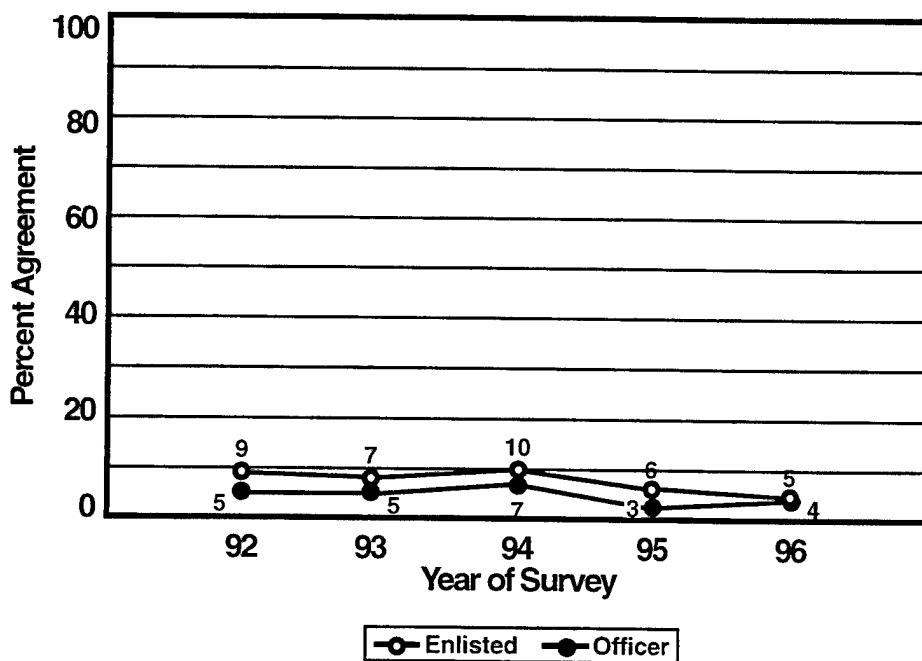
(Q134b) I received a great deal of HIV/AIDS information from commercial media in the past 12 months?



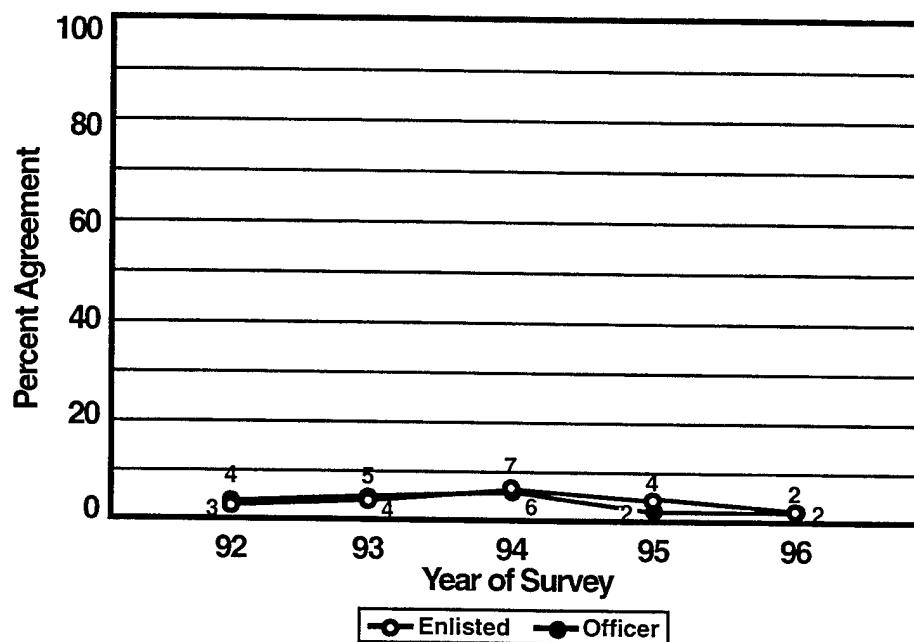
(Q134c) I received a great deal of HIV/AIDS information from drug counselors in the past 12 months?



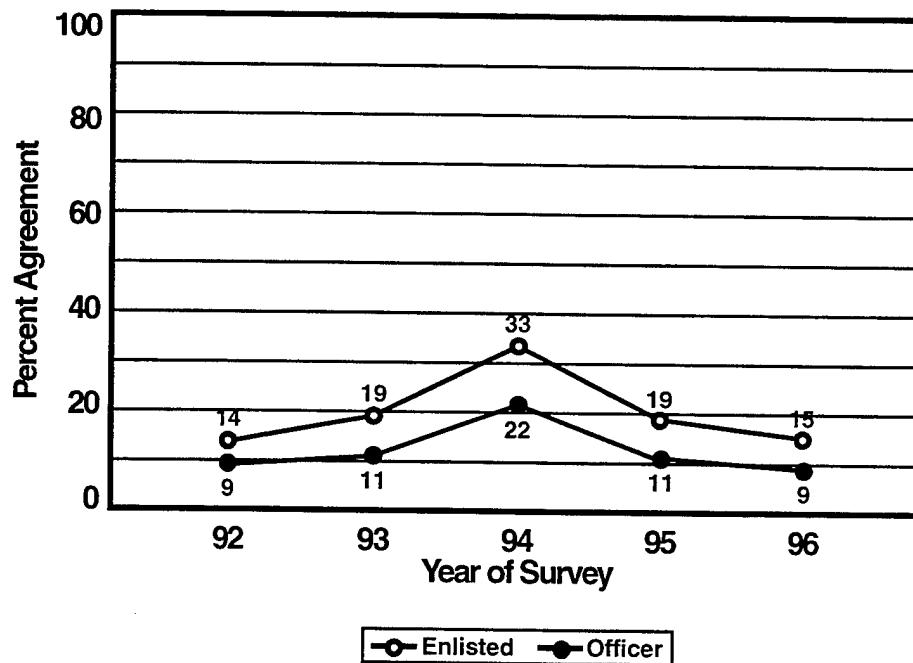
(Q134d) I received a great deal of HIV/AIDS information from AFRT in the past 12 months?



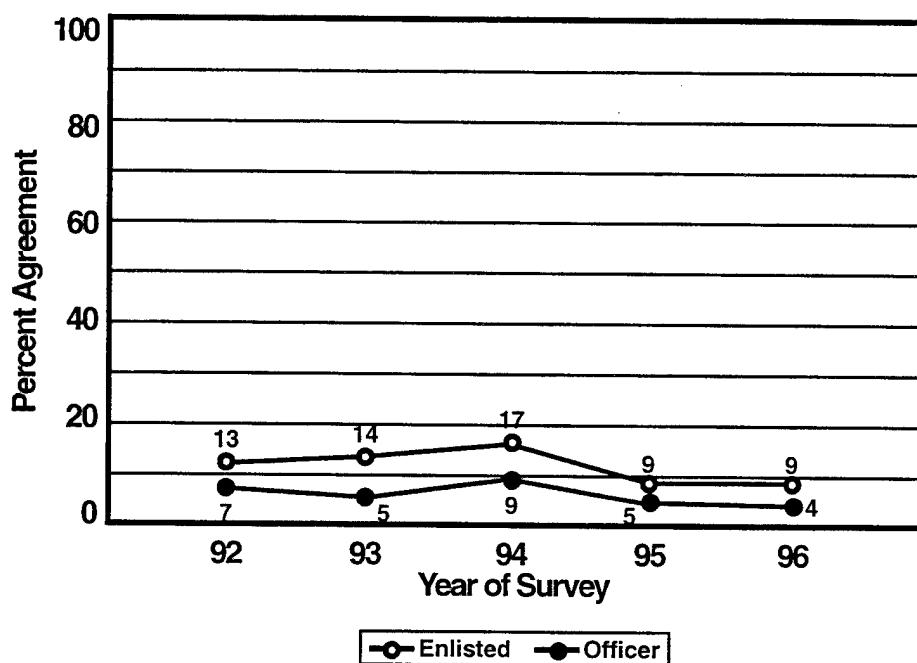
(Q134e) I received a great deal of HIV/AIDS information received from chaplains in the past 12 months?



(Q134f) I received a great deal of HIV/AIDS information from training videos in the past 12 months?



(Q134g) I received a great deal of HIV/AIDS information received from STD clinic in the past 12 months?



Appendix
Navy-wide Personnel Survey: 1996

Navy-wide

Navy-wide

Personnel

Personnel

Survey 1995

Survey 1996



Chief of Naval Personnel Washington, DC 20370-5000

PRIVACY ACT STATEMENT

Authority to request this information is granted under Title 5, U.S. Code 301 and Department of the Navy Regulations, Executive Order 9397. License to administer this survey is granted under OPNAV Report Control Symbol 1000-26, which expires on 30 Sept 1997. Personal identifiers will be used to conduct follow-on research.

PURPOSE: The purpose of this questionnaire is to collect data to evaluate existing and proposed Navy personnel policies, procedures, and programs.

ROUTINE USES: The information provided in this questionnaire will be analyzed by the Navy Personnel Research and Development Center. The data files will be maintained by the Navy Personnel Survey System at the Navy Personnel Research and Development Center, where they may be used to determine changing trends in the Navy.

ANONYMITY: All responses will be held in confidence by the Navy Personnel Research and Development Center. Information you provide will be considered only when statistically combined with the responses of others, and will not be identified with any single individual.

PARTICIPATION: Completion of this questionnaire is entirely voluntary. Failure to respond to any of the questions will NOT result in any penalties except lack of representation of your views in the final results and outcomes.

**Please use the last page of this questionnaire for any comments you wish to make.
Please complete the survey and return it in the envelope provided.**

If you have any questions, you may contact:

John Kantor

(619) 553-7651 or DSN 553-7651

FAX: (619) 553-9973

e-mail: kantor@nprdc.navy.mil

Navy Personnel Research and Development Center

Survey Operations Center

53335 Ryne Road

Code 122

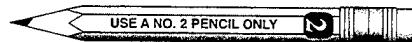
San Diego, CA 92152-7250

THANK YOU FOR YOUR TIME AND EFFORT!

You have been randomly selected by computer to take part in this survey. Your participation is voluntary. Please take the time to give careful, frank answers. It should take about thirty minutes to complete the survey.

IMPORTANT INSTRUCTIONS

- * USE NO. 2 PENCIL ONLY.
- * Do NOT use ink, ballpoint or felt tip pens.
- * Erase cleanly and completely any changes you make.
- * Make black marks that fill the circle.
- * Do not make stray marks on the form.



CORRECT MARK: 
INCORRECT MARK:    

For questions that look like the following, print the required information in the boxes provided. Then blacken the corresponding circles under the numbers or letters you printed.

EXAMPLE

1. How long have you been on active duty in the Navy?

Years	Months
0 9	0 1
● 0	● 0
1 1	1 1
2 2	2 2
3 3	3 3
4 4	4 4
5 5	5 5
6 6	6 6
7 7	7 7
8 8	8 9
9	

For questions that look like the next two examples, blacken the circle corresponding to the answer you selected.

EXAMPLE

2. What is your current military status?

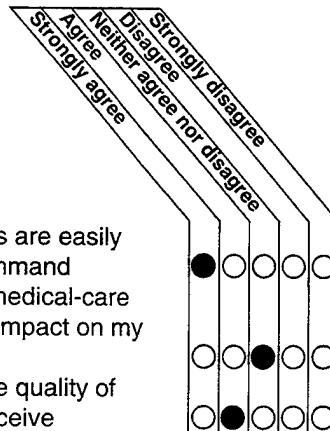
- USN
- USNR
- USNR (TAR)
- USNR (265/TEMAC/Canvasser Recruiter/ACDUTRA)

3. How much do you AGREE or DISAGREE with the following statements?

a. Medical-care facilities are easily accessible at my command

b. The accessibility of medical-care facilities has had an impact on my readiness

c. I am satisfied with the quality of medical services I receive



BACKGROUND

PERSONAL

1. What is your gender?

- Male
- Female

The answers for Questions 2 and 3 are based on the standard DoD race and ethnic categories. If you are of mixed heritage, please select the racial and ethnic group with which you MOST closely identify.

2. What is your racial background?

- White
- Black/African-American
- Asian/Pacific Islander
- American Indian
- Other

3. What is your ethnic background?

- Mexican, Chicano, Mexican-American
- Puerto Rican
- Cuban
- Other Spanish/Hispanic
- Japanese
- Chinese
- Korean
- Vietnamese
- Asian Indian
- Filipino
- Pacific Islander (Guamanian, Samoan, etc.)
- Eskimo/Aleut
- Other not listed above _____
- None of the above

4. What is your highest level of education?

- Less than high school completion/no diploma
- Alternate degree/GED/home study/adult school certification
- High school diploma/graduate
- Some college, no degree
- Associate's degree or other 2 year degree
- Bachelor's degree
- Master's degree
- Doctorate or professional degree

5. What is your religious preference?

- Catholic
- Protestant (Baptist, Methodist, Lutheran, etc.)
- Jewish
- Orthodox churches (Greek, Russian, etc.)
- Muslim
- Buddhist
- Mormon
- Pentecostal
- Other religion not listed _____
- No religious preference

6. When you first entered the Navy, what was your marital status?

- Single and never married
- Married for the first time
- Remarried, was divorced once
- Remarried, was divorced two or more times
- Remarried, was widowed once
- Remarried, was widowed two or more times
- Legally separated or filing for divorce
- Legally separated or filing for divorce, was divorced before
- Divorced once
- Divorced twice
- Divorced three times
- Divorced four or more times
- Widowed

7. What is your current marital status?

- Single and never married
- Married for the first time
- Remarried, was divorced once
- Remarried, was divorced two or more times
- Remarried, was widowed once
- Remarried, was widowed two or more times
- Legally separated or filing for divorce
- Legally separated or filing for divorce, was divorced before
- Divorced once, now single
- Divorced twice, now single
- Divorced three times, now single
- Divorced four or more times, now single
- Widowed

If you have NO SPOUSE, fill in the circle and skip to Question 11.

8. **What is your spouse's employment situation?**

- Active Duty Military
- Military Reserve
- Civil Service
- Civilian job, private sector
- Self-employed
- Retired
- Not employed, by choice (e.g., student, homemaker)
- Not employed, but actively job hunting
- Not employed for other reasons (e.g., medical reasons) Specify _____

9. **Is your spouse employed full-time or part-time? (Count military reserve status as part-time employment.)**

- Does not apply/spouse is not employed
- Full-time
- Part-time

10. **Your spouse's contribution to your family income, relative to your contribution (excluding children's income) is:**

- None, my spouse has no income
- Half or less than half of my contribution
- About three-fourths of my contribution
- About equal to my contribution
- Greater than my contribution

11. **Do you have any family members enrolled in DEERS? (Select ALL that apply.)**

- No, I have no family members enrolled in DEERS
- Spouse (non-military)
- Child(ren) living with me
- Child(ren) not living with me
- Child(ren) living part-time with me (i.e., joint custody with ex-spouse)
- Legal ward(s) living with me
- Parent(s) or other relative(s)

If you have NO children/NO children under 21 years of age living in your household, fill in the circle and skip to Question 13.

12. **How many of your children enrolled in DEERS under the age of 21 live in your household? (Include children for whom you have joint custody.)**

AGE GROUP OF CHILDREN	NUMBER OF CHILDREN IN AGE GROUP
a. Under 6 weeks	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5
b. 6 wks through 12 mos	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5
c. 13 through 24 mos	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5
d. 25 through 35 mos	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5
e. 3 through 5 yrs	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5
f. 6 through 9 yrs	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5
g. 10 through 12 yrs	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5
h. 13 through 15 yrs	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5
i. 16 through 21 yrs	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5

13. **Are you or any of the family members in your household currently receiving assistance from any of the sources listed below? (Select ALL that apply.)**

- No, don't qualify for any assistance
- Food stamps
- Food Locker
- SHARE Program
- Woman Infant Children (WIC) Assistance
- Don't know if receiving any assistance

14. **Were one or more of your parents, step-parents, or guardians on Active Duty in the military any time while you were growing up (prior to your 18th birthday)? (Select ALL that apply.)**

- No
- Yes, Navy
- Yes, Marine Corps
- Yes, Air Force
- Yes, Army
- Yes, Coast Guard

15. Are you accompanied by the family members in your household on your present assignment?

- Does not apply/no family members
- Yes
- Temporarily unaccompanied (family members will join me later)
- Permanently unaccompanied because it was required for the billet
- Permanently unaccompanied because family members were not command sponsored (overseas tour)
- Permanently unaccompanied by choice

Answer Question 16 only if you selected this option. Otherwise, skip to Question 17.

16. Which reasons **BEST** describe why you are permanently unaccompanied by family members in your household?
(Select UP TO THREE answers.)

- Spouse employment
- Home ownership
- Availability of military family housing
- Availability of civilian housing
- Cost of civilian housing
- Spouse's education
- Children's schools
- Ties to the community
- Family members prefer to remain in another location
- Costs associated with moving
- Your work schedule
- Availability of health care and education services for special needs
- Availability of activities/facilities for family members/child care
- Inadequate time to make moving arrangements
- Length of new duty assignment
- Personal reasons
- Other _____
- Not applicable

17. What is your current age?

Years	Months
0 0	0 0
1 1	1 1
2 2	2 2
3 3	3 3
4 4	4 4
5 5	5 5
6 6	6 6
7 7	7 7
8 8	8 8
9 9	9 9

6

CAREER

18. How long have you been on Active Duty in the Navy? (Count the time from the day you were sworn in.)

Years	Months
0 0	0 0
1 1	1 1
2 2	2 2
3 3	3 3
4 4	4 4
5 5	5 5
6 6	6 6
7 7	7 7
8 8	8 8
9 9	9 9

19. What is your current military status?

- USN
- USNR
- USNR (TAR)
- USNR (265/TEMAC/Canvasser Recruiter/ACDUTRA)

20. What is your paygrade?

<input type="radio"/> E-1	<input type="radio"/> W-1	<input type="radio"/> O-1
<input type="radio"/> E-2	<input type="radio"/> W-2	<input type="radio"/> O-2
<input type="radio"/> E-3	<input type="radio"/> W-3	<input type="radio"/> O-3
<input type="radio"/> E-4	<input type="radio"/> W-4	<input type="radio"/> O-4
<input type="radio"/> E-5		<input type="radio"/> O-5
<input type="radio"/> E-6		<input type="radio"/> O-6
<input type="radio"/> E-7	<input type="radio"/> O-1E	<input type="radio"/> O-7 or above
<input type="radio"/> E-8	<input type="radio"/> O-2E	
<input type="radio"/> E-9	<input type="radio"/> O-3E	

21. How long have you been in your current paygrade?

Years	Months
0 0	0 0
1 1	1 1
2 2	2 2
3 3	3 3
4 4	4 4
5 5	5 5
6 6	6 6
7 7	7 7
8 8	8 8
9 9	9 9

22. What is your designator?

(Begin numbering in the LEFT column.)

Does not apply/I am enlisted

0	0	0	0
1	1	1	1
2	2	2	2
3	3	3	3
4	4	4	4
5	5	5	5
6	6	6	6
7	7	7	7
8	8	8	8
9	9	9	9

23. If you are a Chief Petty Officer, Petty Officer, or an officially DESIGNATED STRIKER (qualified to wear the striker rating badge), what is your general rating?

(Begin lettering in the LEFT column.)

Does not apply/I am an officer
 Not rated/not designated striker

A	A	A
B	B	B
C	C	C
D	D	D
E	E	E
F	F	F
G	G	G
H	H	H
I	I	I
J	J	J
K	K	K
L	L	L
M	M	M
N	N	N
O	O	O
P	P	P
Q	Q	Q
R	R	R
S	S	S
T	T	T
U	U	U
V	V	V
W	W	W
X	X	X
Y	Y	Y
Z	Z	Z

24. Are both males and females assigned to your present command?

Yes
 No

25. How much do you AGREE or DISAGREE with the following statements?

a. I feel women have the ability to successfully carry out the duties of their combat roles in the Navy
b. I fully accept women in their combat roles in the Navy

Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

26. What is your current billet?

Sea duty
 Shore duty
 Other (e.g., neutral duty, Duty Under Instruction)

27. To what type of ship/activity are you currently assigned?

(If applicable, select ALL that apply.)

Shore or Staff Command
 Afloat staff
 Training Command
 Aviation Squadron (deployed to ships)
 Aviation Squadron (deployed to shore)
 Carrier based A/C Squadron/Detachment
 Aircraft Carrier (other than carrier based A/C Squadron/Detachment)
 Cruiser
 Destroyer types (includes frigates)
 Minecraft
 Submarine
 Tender/Repair ship
 Reserve Unit
 Service Force ship
 Amphibious ship
 Amphibious craft
 Other _____

28. In which FLEET are you now homeported?

Does not apply
 2nd Fleet, Atlantic
 3rd Fleet, Pacific
 5th Fleet, Persian Gulf
 6th Fleet, Mediterranean
 7th Fleet, Far East
 Don't know

29. What is the geographical location of your current assignment? (If deployed, where are you homeported or based?)

- Alaska or Hawaii
- CONUS (continental U.S., excluding Alaska and Hawaii)
- Europe
- Far East
- Caribbean
- Middle East
- South or Central America
- Other _____

30. What is the zip code of your current DUTY STATION? (Duty station zip can be found on the envelope in which you received this survey.)

					--				
0	0	0	0	0	--	0	0	0	0
1	1	1	1	1	--	1	1	1	1
2	2	2	2	2	--	2	2	2	2
3	3	3	3	3	--	3	3	3	3
4	4	4	4	4	--	4	4	4	4
5	5	5	5	5	--	5	5	5	5
6	6	6	6	6	--	6	6	6	6
7	7	7	7	7	--	7	7	7	7
8	8	8	8	8	--	8	8	8	8
9	9	9	9	9	--	9	9	9	9

31. In which of the following sources do you find most of your general information about the Navy? (Select ONE answer.)

- Navy produced information sources (your base/station newspaper, Navy/Marine Corps TV News, All Hands magazine, Navy messages, plans of the day/week, morning quarters, Captain's Call, word from your leading petty officer/division officer, other Navy information sources)
- Externally produced information sources (Navy Times or other Navy focused publications)
- Local or national newspaper
- Local or national television

32. Where do you find most of your information about Navy personnel policies and programs which affect you? (Select ONE answer.)

- Navy produced information sources (your base/station newspaper, Navy/Marine Corps TV News, All Hands magazine, Navy messages, plans of the day/week, morning quarters, Captain's Call, word from your leading petty officer/division officer, other Navy information sources)
- Externally produced information sources (Navy Times or other Navy focused publications)
- Local or national newspaper
- Local or national television

33. Since the Bureau of Naval Personnel (BUPERS) Home Page came on-line in September 1995, I have used it:

- Never (I did not know it existed)
- Never (but I knew it existed)
- Never (I do not have Internet access)
- A few times, and I was satisfied
- A few times, and I did not find it useful
- Frequently; I find it very useful and informative

DETAILING AND ASSIGNMENT PROCESS

34. How far in advance of your last Projected Rotation Date (PRD) did you first contact your detailer?

- 1 to 30 days
- 31 to 60 days
- 61 to 90 days
- 91 days to 6 months
- More than 6 months
- Does not apply

35. How far in advance of your last PRD did you negotiate your orders?

- Not applicable
- 1 to 30 days
- 31 to 60 days
- 61 to 90 days
- 91 days to 6 months
- More than 6 months

36. How many assignment choices were available to you on your first call to your detailer?

- Not applicable
- More than 4
- 4
- 3
- 2
- 1
- None, told to call back at the next requisition date

37. How far in advance of your last change of station or actual rotation date did you receive your orders?

- Not applicable
- 1 to 30 days
- 31 to 60 days
- 61 to 90 days
- 91 days to 6 months
- More than 6 months
- Did not receive orders in advance

38. Were your last orders issued early enough to allow you to complete preparations for your PCS move?

- Move not required, new duty station was in same geographic location
- Yes
- No
- Not applicable

39. How important is homebasing (i.e., a career sailor remaining in the same geographic location for most of his/her tours) to you?

- Very important
- Important
- Neither important nor unimportant
- Unimportant
- Very unimportant

40. Do you feel there is a conflict between homebasing and maintaining a promotable career path?

- Yes
- No

41. How effective is your detailer in resolving conflicts between your personal desires and the needs of the Navy?

- Very effective
- Effective
- Not very effective
- Not effective at all
- Does not apply

42. When choosing your last assignment, what was your primary concern?

- Future promotability
- Type of duty
- Geographic location
- Platform
- Spouse's collocation
- Other _____

43. Overall, how prepared were you for your last deployment?

- Extremely prepared
- Mostly prepared
- Somewhat prepared
- Barely prepared
- Not prepared
- Does not apply

44. How much do you AGREE or DISAGREE with the following statements?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. I want to experience a variety of assignments in different locations during my career in the Navy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. I want to stay in a specific geographic location (homeport) for the majority of my tours in the Navy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. I would be willing to serve longer sea duty tours if it would allow me to stay in a specific geographic location (homeport) for the majority of my tours	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. I would be willing to extend one year on sea duty for an extension bonus equal to one month's basic pay	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. I would be willing to extend one year on overseas duty for an extension bonus equal to one month's basic pay	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

45. Fill in the circle next to the homeport where you would want to spend the majority of your tours (you may pick more than one):

- Bangor/Bremerton, WA
- Brunswick/Bath, ME
- Camp Pendleton, CA
- Corpus Christi/Ingleside/Kingsville, TX
- Earle, NJ
- Everett/Whidbey Island, WA
- Havelock/Cherry Point/Camp Lejeune, NC
- Jacksonville, FL/Mayport, FL/Kings Bay, GA
- Lemoore, CA
- Naples, Italy
- New London/Groton, CT
- Norfolk/Tidewater Area, VA
- Pascagoula/Gulfport, MS
- Pearl Harbor, HI
- Port Hueneme/Point Mugu, CA
- Rota, Spain
- San Diego, CA
- Sasebo, Japan
- Tinker AFB/Oklahoma City, OK
- Yokosuka, Japan

46. Fill in the circle next to the reason or reasons for the choice of homeport you made in Question 45 (you may pick more than one):

- Cost of living
- Spouse employment
- Schools for family members
- Medical care
- Relatives live close by
- Climate/weather
- Military housing
- Recreational activities
- Purchased a home
- Other

47. I would not reenlist if I was transferred to a command in the following location(s) (you may pick more than one):

- Bangor/Bremerton, WA
- Brunswick/Bath, ME
- Camp Pendleton, CA
- Corpus Christi/Ingleside/Kingsville, TX
- Earle, NJ
- Everett/Whidbey Island, WA
- Havelock/Cherry Point/Camp Lejeune, NC
- Jacksonville, FL/Mayport, FL/Kings Bay, GA
- Lemoore, CA
- Naples, Italy
- New London/Groton, CT
- Norfolk/Tidewater Area, VA
- Pascagoula/Gulfport, MS
- Pearl Harbor, HI
- Port Hueneme/Point Mugu, CA
- Rota, Spain
- San Diego, CA
- Sasebo, Japan
- Tinker AFB/Oklahoma City, OK
- Yokosuka, Japan

If you have NOT used BUPERS ACCESS, or the next question does not apply, fill in the circle and skip to the next box below.

48. If you have used the BUPERS ACCESS computer bulletin board system (or if someone else operated it for you), please rate the extent to which you AGREE or DISAGREE with each of the following statements:

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
to use the information	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
it easier to my detailer duced the ake to my	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

- a. The system is easy to use
- b. The system gave me the information I needed
- c. The system made it easier to communicate with my detailer
- d. The system has reduced the number of calls I make to my detailer

If you have NOT used the BUPERS Interactive Voice Response (IVR) 1-800-NAVY789 system, then the next question does not apply; fill in the circle and skip to the next box on page 11.

49. If you have used the BUPERS Interactive Voice Response (IVR) 1-800-NAVY789 system, please rate the extent to which you AGREE or DISAGREE with each of the following statements:

- a. The system is easy to use
- b. The system gave me the information I needed
- c. The system made it easier to communicate with my detailer
- d. The system has reduced the number of calls I make to my detailer

If you have NOT used the Job Advertising and Selection System (JASS), then the next question does not apply; fill in the circle and skip to Question 51.

50. If you have used the Job Advertising and Selection System (JASS), please rate the extent to which you AGREE or DISAGREE with each of the following statements:

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. The system is easy to use	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. The system gave me the information I needed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. The system made it easier to communicate with my detailer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. The system has reduced the number of calls I make to my detailer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

51. How effective do you feel each of the following methods is for interacting with your detailer?

	Very effective	Effective	Neither	Ineffective	Very ineffective	Don't know/never use it
a. Preference Card/Form	<input type="radio"/>					
b. Enlisted Personnel Action Request (NAVPERS 1306/7)	<input type="radio"/>					
c. Letter/FAX	<input type="radio"/>					
d. Telephone (normal detailing hours)	<input type="radio"/>					
e. Telephone (AM/PM detailing hours)	<input type="radio"/>					
f. Voice Mail	<input type="radio"/>					
g. Electronic Mail	<input type="radio"/>					
h. BUPERS Interactive Voice Response (IVR) 1-800-NAVY789 system	<input type="radio"/>					
i. Job Advertising and Selection System (JASS)	<input type="radio"/>					
j. Personal visit	<input type="radio"/>					
k. Detailer field trip	<input type="radio"/>					
l. BUPERS ACCESS	<input type="radio"/>					
m. Naval message	<input type="radio"/>					
n. Command Career Counselor/Representative	<input type="radio"/>					

52. Would you be interested in extending on sea duty beyond your original PRD if bonuses were increased by the amounts listed below?

Does not apply/would not extend for any incentive

\$2,000 per year for 2 years
\$3,000 per year for 3 years
\$4,000 per year for 4 years
\$5,000 per year for 5 years

Yes No

53. I would extend beyond 5 consecutive years on sea duty if sea pay remained the same and a bonus of approximately \$3,000 per year was offered.

Does not apply/do not receive sea pay
 Strongly agree
 Agree
 Neither agree nor disagree
 Disagree
 Strongly disagree

54. Would you be interested in extending on sea duty for the amount of time listed below beyond your original PRD if your subsequent shore duty was extended the same amount of time?

Does not apply

Extend by 1 year
Extend by 2 years
Extend by 3 years
Extend by 4 years

Yes No

55. Would you be interested in extending on sea duty for the amount of time listed below beyond your original PRD if your homeport remained the same?

Does not apply

Extend by 1 year
Extend by 2 years
Extend by 3 years
Extend by 4 years

Yes No

56. Would you be interested in extending on sea duty if you were not subject to federal taxes (i.e., tax exemption) during your deployments?

Yes
 No
 Not sure
 Does not apply

Use the last page of the questionnaire to make any comments you wish about the Detailing and Assignment Process.

QUALITY OF LIFE PROGRAMS

SERVICE MEMBER AND FAMILY SUPPORT PROGRAMS

57. A. If you have used the following Service Member and Family Support programs/services at your PRESENT DUTY STATION, please rate their quality.

B. If you marked "Not Used" in Section A, please indicate in Section B the MOST important reason why you did not use that program/service.

- a. Deployment Support Programs
- b. Family Service Center (FSC) Counseling (personal, family, marital)
- c. Exceptional Family Member (EFM) Program
- d. Relocation Assistance Program (RAP) (e.g., homeport change, SITES, loan locker, Indoc)
- e. Transition Assistance Management Program (TAMP)
- f. Sexual Assault Victim Assistance Program
- g. Sexual Assault Awareness and Prevention presentation
- h. Housing Referral Services
- i. Housing Management Services
- j. FSC Family Education Programs
- k. New Parent Support Team
- l. Family Service Centers-overall
- m. Spouse Employment Assistance Program (SEAP)
- n. Family Advocacy Program (FAP)
- o. Personal Financial Management (PFM)
- p. Victim Witness Assistance
- q. Military ID card issuing services
- r. Navy Family Ombudsman Program
- s. Legal Assistance Services

B.

Reason Not Used

58. How much do you AGREE or DISAGREE with the statements that follow about programs/services you have used WHILE IN THE NAVY? (For a brief listing of services, see Question 57.)

- a. Navy Service Member and Family Support services improve the quality of life for me/my family
- b. I am satisfied with the quality of Service Member and Family Support services in the Navy
- c. I am satisfied with the availability of Service Member and Family Support services in the Navy
- d. My command uses deployment support programs offered by the Family Service Center during pre-deployment briefings

<p>59. How often do you have trouble paying your bills?</p> <ul style="list-style-type: none"> <input type="radio"/> Never <input type="radio"/> Seldom <input type="radio"/> Occasionally <input type="radio"/> Usually <input type="radio"/> Always 	<p>65. Which of the following military legal assistance services have you or your family used in the last 24 months? (Select ALL that apply.)</p> <ul style="list-style-type: none"> <input type="radio"/> Wills/powers of attorney/SGLI (Serviceman's Group Life Insurance) <input type="radio"/> Separation/divorce <input type="radio"/> Child support/custody <input type="radio"/> Tax assistance <input type="radio"/> Landlord-tenant/real estate <input type="radio"/> Financial counseling/bankruptcy/debts <input type="radio"/> Consumer affairs/contracts <input type="radio"/> Adoption/name change <input type="radio"/> Notary Public <input type="radio"/> Other _____ <input type="radio"/> Not applicable/none 																								
<p>60. How much of an emergency fund (cash deposited in a savings institution immediately available for emergencies) do you keep available?</p> <ul style="list-style-type: none"> <input type="radio"/> None or less than one pay period <input type="radio"/> One pay period <input type="radio"/> One months pay <input type="radio"/> Two months pay <input type="radio"/> Three or more months pay 	<p>66. Which of the following documents do you or your family have? (Select ALL that apply.)</p> <ul style="list-style-type: none"> <input type="radio"/> Will <input type="radio"/> Power of attorney <input type="radio"/> SGLI <input type="radio"/> Health care directive ("living will") <input type="radio"/> None 																								
<p>61. Do you know who your Command or Divisional Financial Specialist is?</p> <ul style="list-style-type: none"> <input type="radio"/> Yes <input type="radio"/> No <p>62. Does your Command or Divisional Financial Specialist conduct adequate training on financial subjects?</p> <ul style="list-style-type: none"> <input type="radio"/> Yes <input type="radio"/> No <input type="radio"/> Does not apply/don't know 	<p>67. How many times have you or your family used Navy legal assistance services in the last 24 months?</p> <ul style="list-style-type: none"> <input type="radio"/> 0 <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 or more 																								
<p>63. I would like to attend training in the following topics: (Select ALL that apply.)</p> <ul style="list-style-type: none"> <input type="radio"/> Car buying strategies <input type="radio"/> College savings <input type="radio"/> Retirement <input type="radio"/> Home buying <input type="radio"/> Budgeting <input type="radio"/> Garnishment <input type="radio"/> Debt management <input type="radio"/> Investments <input type="radio"/> Military pay structure <input type="radio"/> Major purchasing strategies 	<p>68. Improvements in the conditions of sea service/ duty would improve my quality of life.</p> <ul style="list-style-type: none"> <input type="radio"/> Strongly agree <input type="radio"/> Agree <input type="radio"/> Neither agree nor disagree <input type="radio"/> Disagree <input type="radio"/> Strongly disagree <input type="radio"/> Does not apply 																								
<p>64. How would you evaluate your command's involvement with personal financial matters in each of the following areas?</p> <p>a. Collection</p> <p>b. Advising members of their rights</p> <p>c. Dependent issues</p>	<table border="1" style="width: 100%; text-align: center;"> <tr> <td style="width: 10%;"></td> </tr> <tr> <td>Very effective</td> <td>Effective</td> <td>Neither effective nor ineffective</td> <td>Ineffective</td> <td>Very ineffective</td> <td>Don't know/not applicable</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>													Very effective	Effective	Neither effective nor ineffective	Ineffective	Very ineffective	Don't know/not applicable						
Very effective	Effective	Neither effective nor ineffective	Ineffective	Very ineffective	Don't know/not applicable																				

69a. What would improve your quality of life aboard ship while IN PORT?

(Select UP TO FIVE answers.)

- Upgrade of living spaces
- Upgrade of leisure areas
- Improvement to sailors' lounge/recreation room/activities
- Increased leisure activities
- More privacy
- Quality of food/food service
- More flexible chow hours
- Increased job training
- Better ship-shore/telephone communications/ e message
- Modified/more balanced OPTEMPO/ PERSTEMPO schedule
- Increased shore visits/port calls
- Availability of FSC deployment services program
- Availability of educational programs (i.e., DANTES, PACE)
- Enhanced library facilities
- Entertainment media (e.g., videos, video games, etc.)
- Pre-deployment stand down
- Less frequent duty days/more duty sections
- More predictable working hours
- Other _____

69b. What would improve your quality of life aboard ship while UNDERWAY?

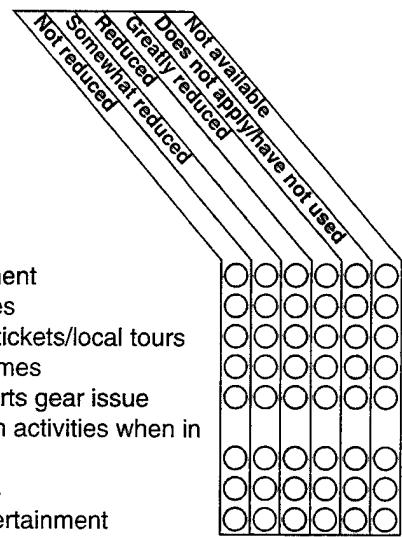
(Select UP TO FIVE answers.)

- Upgrade of living spaces
- Upgrade of leisure areas
- Improvement to sailors' lounge/recreation room/activities
- Increased leisure activities
- More privacy
- Quality of food/food service
- More flexible chow hours
- Increased job training
- Better ship-shore/telephone communications/ e message
- Modified/more balanced OPTEMPO/ PERSTEMPO schedule
- Increased shore visits/port calls
- Availability of FSC deployment services program
- Availability of educational programs (i.e., DANTES, PACE)
- Enhanced library facilities
- Entertainment media (e.g., videos, video games, etc.)
- Pre-deployment stand down
- Other _____

MORALE, WELFARE, AND RECREATION (MWR) AND HOUSING

If you are NOT serving on a ship, skip to Question 72.

70. To what degree would your quality of life ON BOARD SHIP be reduced if the following shipboard recreation program activities or services were not available?



- a. Fitness equipment
- b. Fitness activities
- c. Entertainment tickets/local tours
- d. Board/table games
- e. Recreation/sports gear issue
- f. Base recreation activities when in port
- g. Crew's lounges
- h. Movies/TV entertainment

71. From the following list of SHIPBOARD recreation programs, select those IMPORTANT to you in contributing to your quality of life.

(Select UP TO FOUR answers.)

- Tours ashore - homeport
- Tours ashore - liberty port
- Sightseeing tours
- Discount tickets/ticket rebate programs
- Gear issue
- Special events in port
- Special events underway
- Sports and athletics
- Video games
- Leisure reading
- Computers for personal use
- Movies/TV entertainment
- Leisure/skills development
- Exercise/physical fitness
- Board games
- Listening to music

72. Which **BEST** describes your current living arrangements?

- Military family housing
- Government-leased housing in the civilian community
- Personally-owned (or shared ownership) housing in the civilian community
- Shared rental housing in the civilian community
- Personally-rented housing in the civilian community
- Personally-rented space to park mobile home owned by service member
- On a ship
- Bachelor's Quarters (BQ)
- Other _____

73. If you are shore based and live in Bachelor's Quarters, would you voluntarily move off-base if you were offered BAQ/VHA?

- (A) Definitely would
- (B) Probably would
- (C) Don't know
- (D) Probably would not
- (E) Definitely would not
- (F) Does not apply

74. If your answer to Question 73 was C, D, or E, what is the **MOST** important reason?

- Did not consider it
- PRD
- Crime
- Too expensive
- Transportation problem
- Availability problem
- Selected for advancement
- Separating from the Navy
- Other _____

75. If you were stationed aboard a ship and were offered the opportunity to move into the BQ, would you be willing to move?

- (A) Definitely would
- (B) Probably would
- (C) Don't know
- (D) Probably would not
- (E) Definitely would not

76. If your answer to Question 75 was C, D, or E, what is the **MOST** important reason?

- Did not consider it
- PRD
- Crime
- Too expensive
- Transportation problem
- Availability problem
- Selected for advancement
- Separating from the Navy
- Other _____

77. I prefer government family housing over dependent BAQ/VHA.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree
- Not eligible/single

78. If you are assigned to a ship, and your ship is in homeport, where would you prefer to live?

- Not applicable
- Onboard ship
- Barracks
- Navy housing
- Civilian housing
- Other _____

79. If you are assigned to a ship, and your ship is in port, why do you choose to live onboard ship instead of living in the barracks?

- Does not apply/I live in the barracks
- Does not apply/I live off-base
- I am a geographic bachelor
- Barracks not available
- I prefer to live onboard ship
- I have no choices because of my duty assignments
- I am not authorized

80. How much do you **AGREE** or **DISAGREE** with the following statements?

Agree
 Strongly agree
 Neither agree nor disagree
 Disagree
 Strongly disagree

- a. My present living arrangements are having a positive effect on my job performance
- b. My present living arrangements are having a positive effect on my decision to stay in the Navy
- c. In general, I can afford the things I or my family need(s)
- d. Overall, I am satisfied with my quality of life

If you do **NOT** have children between the ages of 6 and 17, fill in this circle and skip to the box before Question 83.

81. How **IMPORTANT** to you are the Navy-sponsored **YOUTH** (ages 6-17) recreation programs listed below?

Importance	Very important	Important	Neither important nor unimportant	Unimportant	Very unimportant	Choose not to participate	Don't know about	Not available to me
a. Before/after school programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Sports and fitness programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Recreational/social activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Day camps	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Personal development programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Teen programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

82. How **SATISFIED** are you with the overall quality of these Navy-sponsored **YOUTH** (ages 6-17) recreation programs at your base?

Satisfaction	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	Choose not to participate	Don't know about	Not available to me
a. Before/after school programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Sports and fitness programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Recreational/social activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Day camps	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Personal development programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Teen programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

CHILD CARE

If you have **NO CHILDREN WHO REQUIRE CHILD CARE**, fill in this circle and skip to Question 90.

If you have children living with you part-time (i.e., joint custody with ex-spouse), answer the following questions based on the time you have children living **WITH** you.

83. Who is the **PRIMARY** caregiver for your youngest child during your regular work day/shift? (Select **ONE** answer.)

- Spouse, by choice
- Spouse, not by choice
- Military Child Development Center
- Base-operated family home care program
- Private licensed facility
- Civilian operated family home care
- At-home employee (nanny, au pair, etc.)
- Relative/older siblings
- Friend
- Other _____
- I currently have no arrangements/I have a child care problem

84. If you are **NOT** using military child care centers or family home care, why not? (Select **ONE** answer.)

- Does not apply/I am using such care
- Do not need it/I have other arrangements
- Service is not available/I am not aware of such service
- Center and family home care have a waiting list
- Location of center is not convenient
- Quality of care available is substandard
- Restricted hours/no overnight care
- Too expensive
- Prefer child care closer to home
- Other _____

85. What weekly fees are you currently paying for **full-time** child care? (If you have more than one child, answer based on the **MOST** expensive weekly rate.)

- Not applicable
- Less than \$48 per week
- \$49-\$58 per week
- \$59-\$68 per week
- \$69-\$78 per week
- \$79-\$88 per week
- \$89-\$100 per week
- More than \$100 per week

86. How often do child care needs interfere with your ability to perform your job?

- Never
- Rarely
- Sometimes
- Often
- Very often

87. In what way do child care needs interfere with your performance?
 (Select the **MOST** important answer.)

- Does not apply/do not interfere
- Distractions while on duty
- Miss work
- Late for work
- Must leave early
- Limits billet choices
- Needs cause friction with coworkers/supervisors
- Raises general stress level/anxiety
- Other _____

88. I am satisfied with my current child care arrangements.

- Does not apply
- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

89. I am satisfied with the Navy's child care system.

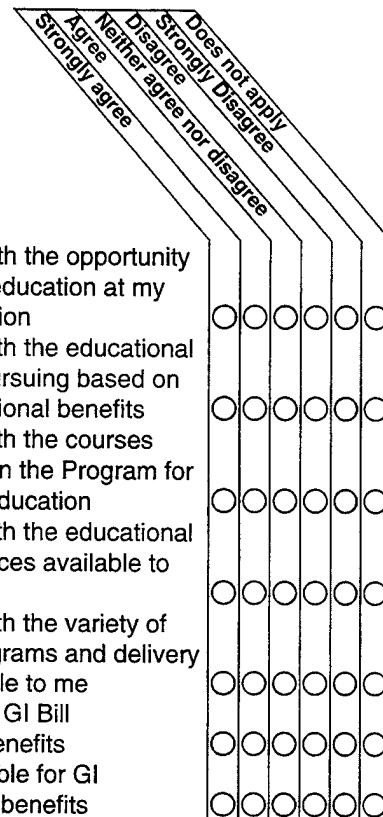
- Does not apply/have not used
- Strongly disagree
- Disagree
- Neither agree nor disagree
- Agree
- Strongly agree

VOLUNTARY EDUCATION

90. Have you earned a degree since you were on active duty and provided the proper documentation to make sure it appears in your microfiche?

- Yes, I have completed a degree and updated my service record
- Yes, I have completed a degree but have not updated my service record
- No, I have not completed a degree

91. How much do you AGREE or DISAGREE with the following statements?



- a. I am satisfied with the opportunity to continue my education at my current duty station
- b. I am satisfied with the educational program I am pursuing based on my Navy educational benefits
- c. I am satisfied with the courses available to me in the Program for Afloat College Education
- d. I am satisfied with the educational counseling services available to me
- e. I am satisfied with the variety of educational programs and delivery methods available to me
- f. I understand my GI Bill (VEAP/EATP) benefits
- g. I know I am eligible for GI Bill/VEAP/EATP benefits

92. What type of academic skills/courses would you be interested in taking? (Select ALL you want.)

- None
- Basic mathematics
- College algebra
- Advanced algebra
- Reading comprehension
- Grammar
- Writing
- Basic science
- Other _____

93. How would you make the educational services provided by the Navy Campus education office at your base even better?

(Select the **THREE** **MOST** important.)

- Open an education office at my base
- Publicize available educational programs
- Change and expand office hours to accommodate everyone
- Shorten waiting time to see counselors
- Provide better informed counselors
- Encourage more support from my chain of command
- Improve library accessibility on my base
- Provide more computers for both course and testing use
- Provide counselors who understand Navy issues

94. What do you think is the single MOST important thing the Navy could do to strengthen the Voluntary Education (VOLED) program? (Select ONE answer.)

- Maximize support from Tuition Assistance (TA)
- Hire more educational staff
- Incorporate new technology into program operations
- Offer PACE-type computer courses on all shore bases
- Refurbish educational offices
- Other _____

NAVY SPONSOR PROGRAM

95. How satisfied were you with the assistance from the sponsor assigned to you during your PCS transfer to your present command?

- I did not want a sponsor
- I was not assigned a sponsor
- Very satisfied
- Satisfied
- Neither satisfied nor dissatisfied
- Dissatisfied
- Very dissatisfied

96. Which of the following occurred during your last PCS transfer?

(Select ALL that apply.)

- I was not assigned a sponsor
- Sponsor transferred before I arrived
- I did not receive a Welcome-Aboard package
- I did not receive a letter from the command
- Sponsor did not meet me on arrival
- Sponsor did not help me
- None of these occurred

TRANSPORTATION

97. The transportation support provided by the Navy Passenger Transportation Office (NAVPTO) is responsive to my needs.

- Does not apply/have not used/not familiar with NAVPTO
- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

98. My TAD/TDY travel claim was processed in a timely manner.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree
- Did not make travel claim

Use the last page of the questionnaire to make any comments you wish about Quality of Life, including Service Member and Family Support Programs, MWR/Housing, Child Care, Voluntary Education, Navy Sponsor Program, and Transportation.

ORGANIZATIONAL CLIMATE

JOB SATISFACTION

99. How much do you AGREE or DISAGREE with the following statements?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. I am satisfied with the quality of leadership at my command	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. My command supports command events	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. I am generally satisfied with my current job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. In general, I like the work I do in the Navy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. I am satisfied with my physical working conditions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. I am satisfied with my career development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. I enjoy my career in the Navy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. I am glad I chose to join the Navy instead of other alternatives I was considering	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

100. How much do you AGREE or DISAGREE with the following statements?

- a. I think I am adequately paid for the job I do
- b. The amount I am paid is an important reason for me to stay in the Navy
- c. The amount I would receive as retirement benefits is an important reason for me to stay in the Navy until retirement
- d. I think the pay allowances given to Navy members with dependents relative to that given to members without dependents is fair

101. What are your CURRENT Navy career plans?

- Definitely decided to stay in the Navy at least until eligible to retire
- Probably will stay in the Navy at least until eligible to retire
- Don't know if I will stay in the Navy until eligible to retire
- Probably will not stay in the Navy until eligible to retire
- Definitely will not stay in the Navy until eligible to retire
- Eligible to retire now and have decided to leave
- Eligible to retire now, but have made no decision to leave
- Eligible to retire now and want to stay
- Not being allowed to stay until retirement
- Undecided

102a. What were your Navy career plans ONE YEAR AGO?

- Definitely decided to stay in the Navy at least until eligible to retire
- Probably would stay in the Navy at least until eligible to retire
- Didn't know if I would stay in the Navy until eligible to retire
- Probably would not stay in the Navy until eligible to retire
- Definitely would not stay in the Navy until eligible to retire
- Was eligible to retire and had decided to leave
- Was eligible to retire, but had made no decision to leave
- Was eligible to retire, but wanted to stay
- Not allowed to stay until retirement
- I was not in the Navy 12 months ago
- Undecided

102b. If your plans changed, why? _____

103. How SATISFIED or DISSATISFIED are you with the following aspects of leadership quality:

- a. Officer community
- b. LDO community
- c. Chiefs' community
- d. Overall Navy

104. If you marked Dissatisfied or Very Dissatisfied in the above question, please indicate the MOST important reason why:

- a. Officer community
- b. LDO community
- c. Chiefs' community
- d. Overall Navy

105. Which of the following would be your **MOST** important reason for leaving or thinking of leaving the Navy?

- Lack of leadership integrity
- Lack of leadership training
- Lack of leadership ability
- Lack of leadership concern for personnel

106. In reference to the Performance Evaluation and Counseling System, did counseling occur at mid-term?

- Yes
- No
- Not sure

107. Did counseling occur when evaluation was done?

- Yes
- No
- Not sure

108. Were you given an opportunity to submit input to your evaluation?

- Yes
- No
- Not sure

109. By which of the below listed persons was your counseling conducted?

- Immediate supervisor
- Second level supervisor
- Other _____
- Not applicable, no counseling occurred

110. How do you feel about the trait grades assigned?

- Very fair/accurate
- Fair/accurate
- Neither fair/accurate nor unfair/inaccurate
- Unfair/inaccurate
- Very unfair/inaccurate

111. How do you feel about the promotion recommendation?

- Very fair/accurate
- Fair/accurate
- Neither fair/accurate nor unfair/inaccurate
- Unfair/inaccurate
- Very unfair/inaccurate

If you are an Officer, fill in the circle and skip to Question 115.

112. Will you be taking a reenlistment action within the next 12 months?

- Yes
- No

113. How likely is it that you will reenlist at your next decision point?

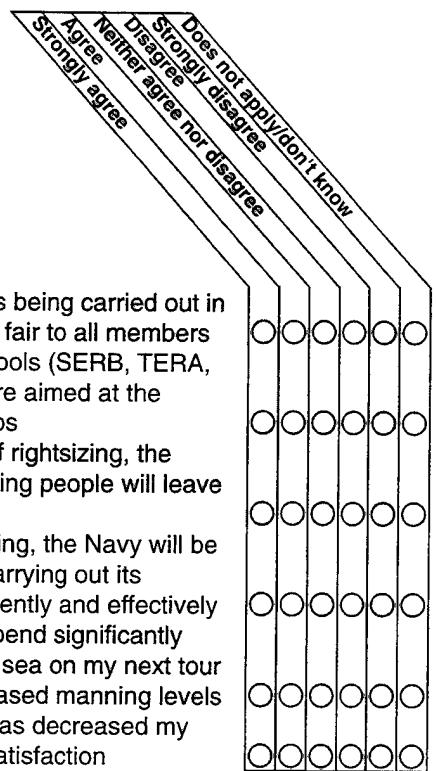
- Very likely
- Likely
- Undecided
- Unlikely
- Very unlikely

114. What influence did the Selective Reenlistment Bonus (SRB) have on your LAST decision to reenlist?

- Does not apply/am serving my first enlistment
- SRB not available in my rate
- No influence at all
- Minimal influence
- Significant influence

FORCE REDUCTION AND BASE CLOSURE ISSUES

115. How much do you **AGREE** or **DISAGREE** with the following statements?



115. cont'd.

How much do you AGREE or DISAGREE with the following statements?

Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree
Does not apply/don't know

- g. I am less likely to choose to stay in the Navy until eligible to retire because of rightsizing
- h. I would be more likely to leave the Navy if the support programs are reduced
- i. Regardless of my performance, I expect to be separated/retired before I would have chosen to leave the Navy
- j. The value of the retiree's benefits is declining
- k. I expect that my family and I will have full access to military medical care when I retire
- l. If retirement benefits are reduced, I would consider leaving the Navy prior to retirement eligibility
- m. My civilian friends understand and respect the job I do
- n. I feel the public strongly supports the military and its mission
- o. If offered a separation bonus (e.g., VSI, SSB), early retirement, or other financial incentive to leave the Navy before my current enlistment/obligation is up, I would accept it
- p. My command's mission requirements have decreased in proportion to its reduced manning levels
- q. My unit's mission requirements have increased as a result of rightsizing
- r. My workload has increased as a result of rightsizing
- s. Rightsizing will delay my advancement
- t. I would leave the Navy at the end of my current enlistment/obligation if suitable civilian employment were available

116. Are you currently assigned to a command which will close/be decommissioned/relocate due to rightsizing DURING your tour there?

Yes
 No
 Don't know

NAVY CORE VALUES

117. How much do you AGREE or DISAGREE with the following statements?

Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree
Does not apply/don't know

- a. People should always tell the truth even though it may hurt them or other people
- b. Sometimes you have to bend or break the rules in order to get the job done
- c. Responsibility is a key quality of an effective sailor
- d. It is important that people know and do their jobs well
- e. Being a team player is more important than individual accomplishment
- f. Loyalty to the Navy is ultimately more important than loyalty to my peers, subordinates, and superiors
- g. Concern for the well-being of shipmates is important
- h. Everyone should serve his or her country in some way or another
- i. People should always report others who engage in sexual harassment
- j. When faced with difficult ethical, moral, and/or life choices, people should rely on their religious/spiritual faith in their decision making

COMMAND EVENTS

118. How much do you AGREE or DISAGREE with the following statements about conduct at command events? These are events intended to promote good morale and social interaction (e.g., initiations, hail-and-farewells, promotion ceremonies, and command picnics).

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Don't attend events
a. Excessive use of alcohol by participants and guests at command events is not tolerated at my command	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Sexually suggestive activities, props, costumes, skits, gags, or gifts are not tolerated at command events	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Command members are not pressured to participate in command events	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Command events are conducted in a manner which upholds high professional standards	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Participants are involved in the planning of command events	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Use the last page of the questionnaire to make any comments you wish about Organizational Climate, including Job Satisfaction, Force Reduction and Base Closures, and Command Events.

HEALTH ISSUES

NAVY DRUG/ALCOHOL AND OBESITY PROGRAM POLICIES

119. Attendance at Alcohol and Drug Abuse for Managers/Supervisors (ADAMS) for E-6 and above personnel is encouraged at my command.

- ADAMS is not available at my command
- Don't know
- Strongly disagree
- Disagree
- Neither agree nor disagree
- Agree
- Strongly agree

120. How much do you AGREE or DISAGREE with the following statements on the Navy's drug/alcohol and obesity program policies?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Don't attend events
a. Existing regulations on the use and abuse of alcohol should be more strictly enforced	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Penalties for the abuse of alcohol at my command are sufficient	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. At my command, the Navy's policies on alcohol use/abuse are applied fairly across all paygrades	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. At my command, the difference between alcohol use and alcohol abuse is clearly understood	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Treatment for problems related to alcoholism and alcohol abuse has a negative effect on a member's Navy career (e.g., makes it more difficult to obtain choice assignments, receive promotions, and be retained in the Navy)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. There is immediate intervention and referral to treatment for those with alcohol problems	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Alcohol abuse awareness and deglamorization/education efforts are important at my command	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

120. cont'd

How much do you AGREE or DISAGREE with the following statements on the Navy's drug/alcohol and obesity program policies?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	
h.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
i.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
j.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	

121. I have attended alcohol- and/or drug-related General Military Training (GMT) or alcohol-awareness training in the last six months at this command.

- Yes
- No
- Not applicable

122. I have attended the 4-hour alcohol-awareness course given by command DAPAs.

- Yes
- No
- Plan to attend

123. How much do you AGREE or DISAGREE with the following statements about drug/alcohol use/abuse in the Navy?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Not applicable	
a.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
b.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
c.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
d.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
e.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
f.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
g.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
h.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
i.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
j.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
k.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
l.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	

HEALTH PROMOTION PROGRAMS

124. How much do you AGREE or DISAGREE with the following statements about health promotion programs?

125. Rank the reasons you exercise on a regular basis (at least three times a week). For the **MOST** important reason, fill in the circle under the "1". For the **LEAST** important reason, fill in the circle under the "6", etc.

I do not exercise on a regular basis

A 6x6 grid of 36 circles, labeled 1 through 6 along the top row. The grid is composed of 6 columns and 6 rows of circles.

126. How SATISFIED or DISSATISFIED are you with the overall quality of Navy-sponsored fitness facilities at your base?

I do not use Navy-sponsored fitness facilities

- a. Cleanliness/maintenance (facility and equipment)
- b. Equipment variety (strength)
- c. Equipment variety (cardio-vascular)
- d. Crowding/capacity
- e. Hours of operation
- f. Staff knowledge and customer service

127. Rank the reasons for you to stop using tobacco products. For the **MOST** important reason, fill in the circle under the "1". For the **LEAST** important reason, fill in the circle under the "6", etc.

- Does not apply/do not use tobacco products
- I am not trying/do not plan to stop using tobacco products

- a. Expense of tobacco products
- b. Peer pressure/social pressure
- c. Detriment to my health/my family's health
- d. Inconvenience
- e. My command is a smoke-free command
- f. Personal desire to quit smoking

ACCESS TO MEDICAL FACILITIES

128. How much do you AGREE or DISAGREE with the following statements about access to Medical Facilities?

Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

- a. Medical-care facilities are easily accessible at my command
- b. The accessibility of medical-care facilities has had a positive impact on my readiness
- c. I am satisfied with the quality of medical services I receive

129. If you answered Strongly disagree or Disagree to part "a" of the previous question regarding accessibility of medical-care facilities, what reasons contribute to the lack of accessibility? (Select ALL that apply.)

- Not applicable
- Medical facilities are not available at my command/I must commute
- Medical facilities are not open at convenient times for me
- Medical facilities are too overcrowded to allow for convenient access

130. The approximate number of times my family members visit medical-care centers per year is:

- Does not apply
- 0
- 1-2
- 3-4
- 5-6
- 7-8
- 9-10
- 11-30
- More than 30

131. The approximate number of times I visit medical-care centers per year is:

- Does not apply
- 0
- 1-2
- 3-4
- 5-6
- 7-8
- 9-10
- 11-30
- More than 30

132. How frequently do your medical-care providers refer you to other health care providers?

- Never
- Seldom
- Often
- Depends on the nature of the visit

HIV/AIDS EDUCATION

133. Have you received training specifically addressing HIV/AIDS in the past 12 months? (Select ALL that apply.)

- Yes, Navy training
- Yes, other military service training
- Yes, civilian (local community) training
- No

134. How much HIV/AIDS information have you received from each of the following sources in the past 12 months?

A great deal of information	Some information	Very little information	No information at all	Have not used
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

- a. Military classroom training
- b. Commercial media (TV, radio, newspapers, magazines)
- c. Drug/alcohol counselors/training
- d. Armed Forces radio and television
- e. Chaplains
- f. Training videos
- g. Doctor, counselor or treatment at Sexually Transmitted Diseases (STD) clinic

EXTREMIST/HATE GROUP ISSUES

Extremist/hate group organizations support supremacist causes; attempt to create illegal discrimination based on race, creed, color, gender, religion, or national origin; and advocate the use of force or violence, or otherwise engage in efforts to deprive individuals of their civil rights.

135. How much do you AGREE or DISAGREE with the following statements about extremist/hate group issues?

136. What is the date you completed this questionnaire?

DATE		
MO.	DAY	YR.
0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

THIS NEXT QUESTION IS OPTIONAL.

137. What is your Social Security Number?
It will help us conduct follow-on research.
Your confidentiality will be maintained.

			--			--						
0	0	0	--	0	0	--	0	0	0	0		
1	1	1	--	1	1	--	1	1	1	1		
2	2	2	--	2	2	--	2	2	2	2		
3	3	3	--	3	3	--	3	3	3	3		
4	4	4	--	4	4	--	4	4	4	4		
5	5	5	--	5	5	--	5	5	5	5		
6	6	6	--	6	6	--	6	6	6	6		
7	7	7	--	7	7	--	7	7	7	7		
8	8	8	--	8	8	--	8	8	8	8		
9	9	9	--	9	9	--	9	9	9	9		

Comments

Use the space below and on the next page to make any comments you wish about ANY of the topics addressed in this survey. (Please label your comments by section name or question number.)

**Thank you for completing this survey!
Please place it in the envelope provided and mail it as soon as possible.**

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